United Nations A/68/6 (Sect. 24)

General Assembly

Distr.: General
8 May 2013

Original: English

Sixty-eighth session

Proposed programme budget for the biennium 2014-2015*

Part VI
Human rights and humanitarian affairs

Section 24
Human rights

(Programme 20 of the biennial programme plan for the period 2014-2015)**

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* A summary of the approved programme budget will be issued as A/68/6/Add.1.

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13-33891 (E) 120613

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Overview

Table 24.1 **Financial resources**

Approved resources for 2012-2013[a]	$175 105 700
Technical adjustments (delayed impact and removal of non-recurrent requirements)	($5 909 600)
New mandates and inter-component changes	$2 744 600
Changes in line with General Assembly resolution 67/248	($4 543 500)
Changes reflected in the Secretary-General's report on the budget outline for 2014-2015	($672 700)
Total resource change	($8 381 200)
Proposal of the Secretary-General for 2014-2015[a]	$166 724 500

[a] At 2012-2013 revised rates.

Table 24.2 **Post resources**

	Number	*Level*
Regular budget		
Approved for the biennium 2012-2013[a]	360	1 USG, 2 ASG, 3 D-2, 10 D-1, 41 P-5, 94 P-4, 93 P-3, 22 P-2/1, 4 GS (PL), 85 GS (OL), 4 LL, 1 NPO
New posts	1	P-3 for the Human Rights Treaties Division
Redeployment	5	1 GS (PL) and 4 GS (OL) from programme support to executive direction and management
Abolishment	(12)	1 P-5 from executive direction and management, 1 P-4, 1 P-3 and 1 GS (OL) from subprogramme 1, 2 GS (OL) from subprogramme 2, 1 P-4 and 1 P-3 from subprogramme 3, 1 P-4 and 1 GS (OL) from subprogramme 4, and 2 P-3 from programme support
Proposed for the biennium 2014-2015[a]	349	1 USG, 2 ASG, 3 D-2, 10 D-1, 40 P-5, 91 P-4, 90 P-3, 22 P-2/1, 4 GS (PL), 81 GS (OL), 4 LL, 1 NPO

[a] Includes four temporary posts (1 P-4, 1 P-3, 1 P-2/1 and 1 GS (OL)) established pursuant to Human Rights Council resolution 15/23 entitled "Elimination of discrimination against women".

Overall orientation

24.1 The overarching objective of the United Nations human rights programme is to promote and protect the effective enjoyment by all of all human rights. Its mandate derives from Articles 1, 13, 55 and 62 of the Charter of the United Nations; the Vienna Declaration and Programme of Action, including its principles and recommendations, adopted by the World Conference on Human Rights and subsequently endorsed by the General Assembly in its resolution 48/121; Assembly resolution 48/141 establishing the post of the United Nations High Commissioner for Human Rights; international human rights instruments adopted by the United Nations; the outcomes of relevant United Nations conferences and summits; and the resolutions and decisions of policymaking bodies, including, in particular, Assembly resolutions 55/2 and 65/1 on the United Nations

Note: The following abbreviations are used in tables and charts: ASG, Assistant Secretary-General; DSG, Deputy Secretary-General; FS, Field Service; GS, General Service; LL, Local level; NS, National staff; NPO, National Professional Officer; OL, Other level; PL, Principal level; RB, regular budget; SS, Security Service; TC, Trades and Crafts; UNV, United Nations Volunteers; USG, Under-Secretary-General; XB, extrabudgetary.

Millennium Declaration, 57/300 on strengthening of the United Nations: an agenda for further change, 60/1 on the 2005 World Summit Outcome and 60/251 and 65/281 on the Human Rights Council and its review. The Office of the United Nations High Commissioner for Human Rights (OHCHR) will also be guided by international humanitarian law, as applicable.

24.2 The programme is guided by the principles of universality, objectivity, impartiality, indivisibility and non-selectivity in removing obstacles to the full realization of all human rights and in preventing the continuation of human rights violations, including with relevant parties. It undertakes to give practical effect to the will and resolve of the world community, as expressed through the United Nations, including in the Millennium Declaration, the 2005 World Summit Outcome and the 2010 High-level Plenary Meeting of the General Assembly on the Millennium Development Goals, which acknowledged peace and security, development and human rights as interlinked and mutually reinforcing pillars of the United Nations system, providing foundations for collective security and well-being, and recognized that the respect for and promotion and protection of human rights is an integral part of effective work towards achieving the Millennium Development Goals. The United Nations human rights programme has a role in making development equitable, sustainable and responsive to the needs of people and in relation to conflict prevention and resolution.

24.3 The programme falls under the leadership of the High Commissioner for Human Rights, entrusted with the principal responsibility for the human rights activities of the Organization, under the direction and authority of the Secretary-General and within the framework of the overall competence, authority and decisions of the General Assembly and the Human Rights Council. The Office of the United Nations High Commissioner for Human Rights acts as the central supportive structure for the programme.

24.4 Priority will continue to be given to emphasizing the importance of human rights on international and national agendas, combating poverty and countering discrimination on all internationally recognized grounds, including race, sex, language or religion, advancing the rights of children and women, raising awareness of human rights at all levels of education, responding to the needs of the vulnerable for protection and addressing situations of international concern, in particular gross and systematic violations of human rights, as identified by the Human Rights Council and other relevant United Nations organs.

24.5 The continued engagement of OHCHR with countries in all regions is essential to the realization of the programme in the framework of the enhanced partnerships at the national, regional and international levels. Increased support for human rights implementation will continue to be provided to requesting Member States through mutually agreed bilateral frameworks, outlining, inter alia, assistance to national systems of human rights protection, national capacity-building, technical cooperation, human rights education and learning and other relevant activities. The programme will continue to take gender issues fully into account in the development and application of norms and procedures so that violations against women and girls are clearly identified and addressed.

24.6 Strengthened and consolidated organizational support will be provided to the Human Rights Council and its subsidiary bodies and mechanisms, including the universal periodic review, special procedures, the Human Rights Council Advisory Committee and complaint procedure, as well as other relevant United Nations organs. The United Nations treaty bodies, all serviced by OHCHR, will receive strengthened support and advice.

24.7 The programme strategy will be guided by the lessons learned from the biennium 2012-2013, in particular with regard to measurements of achievement that can be implemented realistically by OHCHR.

Overview of resources

24.8 The overall resources proposed for the biennium 2014-2015 for this section amount to $166,724,500 before recosting, reflecting a net decrease of $8,381,200 (or 4.8 per cent) compared with the 2012-2013 budget at revised rates. Resource changes result from four factors, namely: (a) technical adjustments relating to the removal of non-recurrent requirements and the addition of the delayed impact of new posts approved in 2012-2013; (b) new or expanded mandates and inter-component changes; (c) resource changes in line with General Assembly resolution 67/248; and (d) resource changes reflected in the report of the Secretary-General on the budget outline for 2014-2015 (A/67/529 and Corr.1).

24.9 The distribution of resources is reflected in tables 24.3 to 24.6 below.

Table 24.3 **Financial resources by component**

(Thousands of United States dollars)

(1) *Regular budget*

				Resource changes							
Component	*2010-2011 expenditure*	*2012-2013 resources at revised rates*	*Technical adjustment (delayed impact and non-recurrent)*	*New mandates and inter-component changes*	*In line with resolution 67/248*	*Reflected in budget outline report*[a]	*Total*	*Percentage*	*Total before recosting*	*Recosting*	*2014-2015 estimate*
A. Policymaking organs	12 802.1	16 624.3	(461.6)	579.1	–	–	117.5	0.7	16 741.8	740.1	17 481.9
B. Executive direction and management	16 043.2	16 587.5	162.0	1 335.9	(372.6)	–	1 125.3	6.8	17 712.8	197.0	17 909.8
C. Programme of work											
1. Human rights mainstreaming, right to development, and research and analysis	20 987.1	25 363.5	(537.6)	224.4	(1 113.6)	–	(1 426.8)	(5.6)	23 936.7	55.6	23 992.3
2. Supporting human rights treaty bodies	17 448.6	19 490.6	631.2	195.9	(500.1)	–	327.0	1.7	19 817.6	116.8	19 934.4
3. Advisory services, technical cooperation and field activities	36 309.0	44 356.2	(5 965.8)	1 245.4	(958.5)	–	(5 678.9)	(12.8)	38 677.3	220.6	38 897.9
4. Support for the Human Rights Council, its subsidiary bodies and mechanisms	29 877.5	38 126.3	262.2	196.2	(1 168.4)	–	(710.0)	(1.9)	37 416.3	277.7	37 694.0
Subtotal, C	**104 622.2**	**127 336.6**	**(5 610.0)**	**1 861.9**	**(3 740.6)**	**–**	**(7 488.7)**	**(5.9)**	**119 847.9**	**670.7**	**120 518.6**
D. Programme support	14 429.5	13 277.7	–	(1 032.3)	(430.3)	(672.7)	(2 135.3)	(16.1)	11 142.4	32.6	11 175.0
E. Committee on Missing Persons in Cyprus	943.2	1 279.6	–	–	–	–	–	–	1 279.6	19.9	1 299.5
Subtotal, 1	**148 840.2**	**175 105.7**	**(5 909.6)**	**2 744.6**	**(4 543.5)**	**(672.7)**	**(8 381.2)**	**(4.8)**	**166 724.5**	**1 660.3**	**168 384.8**

(2) *Extrabudgetary*

Component	*2010-2011 expenditure*	*2012-2013 estimate*	*2014-2015 estimate*
A. Policymaking organs	–	–	–
B. Executive direction and management	17 088.8	23 280.8	25 287.6
C. Programme of work	202 375.6	209 991.7	198 890.8
D. Programme support	37 872.5	40 236.3	37 669.9
E. Committee on Missing Persons in Cyprus	–	–	–
Subtotal, 2	**257 336.9**	**273 508.8**	**261 848.3**
Total	**406 177.1**	**448 614.5**	**430 233.1**

[a] A/67/529 and Corr.1.

Table 24.4 **Post resources**

	Established regular budget		*Temporary*							
			Regular budget		*Other assessed*		*Extrabudgetary*		*Total*	
Category	*2012-2013*	*2014-2015*	*2012-2013*	*2014-2015*	*2012-2013*	*2014-2015*	*2012-2013*	*2014-2015*	*2012-2013*	*2014-2015*
Professional and higher										
USG	1	1	–	–	–	–	–	–	1	1
ASG	2	2	–	–	–	–	–	–	2	2
D-2	3	3	–	–	–	–	–	–	3	3
D-1	10	10	–	–	–	–	3	3	13	13
P-5	41	40	–	–	–	–	35	35	76	75
P-4/3	185	179	2	2	–	–	263	263	450	444
P-2/1	21	21	1	1	–	–	18	18	40	40
Subtotal	**263**	**256**	**3**	**3**	**–**	**–**	**319**	**319**	**585**	**578**
General Service										
Principal level	4	4	–	–	–	–	5	5	9	9
Other level	84	80	1	1	–	–	289	289	374	370
Subtotal	**88**	**84**	**1**	**1**	**–**	**–**	**294**	**294**	**383**	**379**
Other										
Local level	4	4	–	–	–	–	–	–	4	4
National Professional Officer	1	1	–	–	–	–	107	107	108	108
Subtotal	**5**	**5**	**–**	**–**	**–**	**–**	**107**	**107**	**112**	**112**
Total	**356**	**345**	**4**	**4**	**–**	**–**	**720**	**720**	**1 080**	**1 069**

Table 24.5 **General temporary assistance related to the proposed abolishment of posts**[a]

(Thousands of United States dollars)

Category and level	*Number of months*	*Resources under general temporary assistance*
P-5	5	98.0
P-4	4	66.5
P-4	1	16.6
P-3	10	138.8
P-3	7	97.1
GS (OL)	3	32.3
Total		**449.3**

[a] Non-recurrent general temporary assistance is proposed to ensure continuity of funding for a limited period for six posts that are proposed for abolishment in table 24.4, but the incumbents of which will retire during the biennium.

Table 24.6 **Distribution of resources by component**

(Percentage)

	Regular budget	*Other assessed*	*Extrabudgetary*
A. Policymaking organs			
1. Human Rights Council	0.9	–	–
2. Human Rights Council Advisory Committee	0.4	–	–
3. Human Rights Committee	1.0	–	–
4. Special Committee to Investigate Israeli Practices	0.2	–	–
5. Committee on Economic, Social and Cultural Rights	0.6	–	–
6. Committee on the Rights of the Child	1.1	–	–
7. Committee against Torture	0.5	–	–
8. Subcommittee on the Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment	1.1	–	–
9. Committee on the Elimination of Racial Discrimination	0.7	–	–
10. Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families	0.3	–	–
11. Committee on the Elimination of Discrimination against Women	1.4	–	–
12. Committee on the Rights of Persons with Disabilities	1.3	–	–
13. Committee on Enforced Disappearances	0.4	–	–
14. Meetings of persons chairing human rights treaty bodies	0.1	–	–
Subtotal, A	**10.0**	**–**	**–**
B. Executive direction and management			
1. Office of the High Commissioner	3.8	–	9.7
2. External Relations	2.1	–	–
3. Policy, Planning, Monitoring and Evaluation Section	1.8	–	–
4. New York Liaison Office	2.9	–	–
Subtotal, B	**10.6**	**–**	**9.7**
C. Programme of work			
1. Human rights mainstreaming, right to development, and research and analysis	14.4	–	9.2
2. Supporting human rights treaty bodies	11.9	–	9.7
3. Advisory services, technical cooperation and field activities	23.2	–	51.2

	Regular budget	*Other assessed*	*Extrabudgetary*
4. Support for the Human Rights Council, its subsidiary bodies and mechanisms	22.4	–	5.9
Subtotal, C	**71.9**	**–**	**76.0**
D. Programme support	6.7	–	14.4
E. Committee on Missing Persons in Cyprus	0.8	–	–
Total	**100.0**	**–**	**100.0**

Technical adjustments

24.10 Resource changes reflect the removal of non-recurrent requirements totalling $7,955,700 relating to numerous time-limited mandates adopted by the Human Rights Council. The reduction is offset in part by an amount of $2,046,100 relating to the delayed impact of 14 new posts (3 P-4, 4 P-3, 1 P-2/1 and 6 General Service (Other level)) that were established in the biennium 2012-2013 pursuant to a number of resolutions adopted by the Human Rights Council and the General Assembly.

New mandates and inter-component changes

24.11 The net increase of $2,744,600 under new mandates and inter-component changes reflects: (a) additional requirements of $579,100 under policymaking organs owing mainly to additional meeting time authorized by the intergovernmental organs for: the Committee on the Rights of Persons with Disabilities (General Assembly resolution 67/160), the Committee against Torture (General Assembly resolution 67/232) and the Committee on Economic, Social and Cultural Rights (Economic and Social Council resolution 2012/29); and (b) an increase of $1,861,900 under programme of work relating to additional requirements in 2014-2015 resulting from resolutions adopted and decisions taken by the Human Rights Council at its nineteenth, twentieth and twenty-first sessions, in 2012. In addition, resources have been redistributed across subprogrammes and various objects of expenditure in an effort to better implement existing mandates. The changes do not alter the overall level of resources.

Changes in line with General Assembly resolution 67/248

24.12 Resource changes of $4,543,500 are proposed in line with General Assembly resolution 67/248, as outlined in table 24.7 below.

Table 24.7 **Resource changes in line with General Assembly resolution 67/248**

Item	*Net reductions in inputs*	*Description*	*Reductions in the volume of outputs*	*Reductions in performance targets*
1	**Executive direction and management** Abolishment: 1 P-5 Chief of Section	**Reduction in civil society support during Human Rights Council sessions and the Social Forum** Total reduction: $372,700 As a result of the abolishment of the P-5 post of Chief, Civil Society Section, the provision of policy and other advice to OHCHR leadership and field presences	–	–

Item	Net reductions in inputs	Description	Reductions in the volume of outputs	Reductions in performance targets
		would be reduced, as will the role played to date in advancing creative tools and guidance in support of civil society's engagement with the United Nations Human Rights Programme. With the abolishment of the post, the capacity of the section would be limited to maintaining similar levels of engagement. Advice to field presences would be reduced, as would civil society practical guidelines.		
2	**Programme of work** *Subprogramme 1* Abolishment: 1 P-4 Human Rights Officer 1 P-3 Human Rights Officer 1 GS (OL) Programme Assistant Reduction: General temporary assistance Consultants Overtime Participants in seminars *Subprogramme 2* Abolishment: 1 GS (OL) Secretary 1 GS (OL) Programme Assistant Reduction: General temporary assistance *Subprogramme 3* Abolishment: 1 P-4 Human Rights Officer 1 P-3 Human Rights Officer	**Reduction in support capacity** Total reduction: $2,572,000 Under subprogramme 1, the methodological and training support foreseen to enhance the implementation of the OHCHR gender equality policy and related strategy will be limited. Inter-agency collaboration through the United Nations System Chief Executives Board for Coordination and the United Nations Development Group human rights mainstreaming mechanism would also be affected. Administrative and logistic support for sessions of follow-up mechanisms emerging from the Durban Review Conference, as well as for fellowship programmes, would also be reduced. The reduction of participants in seminars, including training seminars, will reduce the number of staff members and other stakeholders receiving training. The number of training workshops and substantive support given to United Nations country teams, as well as for United Nations staff members involved in development programming and national development policies, will be affected. Under subprogramme 2, the incumbent of one of the positions to be abolished provides assistance to the Committee on Economic, Social and Cultural Rights, which meets for nine weeks per year, and the incumbent of the other position provides assistance to the Subcommittee	–	**Programme of work** *Subprogramme 1* Table 24.15 (a) Increased number of United Nations projects and activities that further integrate all human rights: Estimate 2012-2013: 55 Target 2014-2015: 45 Table 24.15 (c) Increased percentage of resident and humanitarian coordinators, etc. trained and advised by OHCHR: Estimate 2012-2013: 20 per cent Target 2014-2015: 15 per cent Table 24.17 (c) Increased number of activities and measures in contribution to effective

Item	*Net reductions in inputs*	*Description*	*Reductions in the volume of outputs*	*Reductions in performance targets*
	Reduction: General temporary assistance Overtime Travel of staff	on the Prevention of Torture, which holds three one-week sessions per year, as well as three visits to detention centres and three follow-up visits each year. The loss of those positions will leave the committees without dedicated support staff, whose responsibilities include travel arrangements for committee members, invitations to States parties, submission and preparation of documentation, logistics and administrative arrangements prior to, during and after the sessions. In addition, the position assigned to the Subcommittee also organizes their six annual field visits. Without dedicated resource persons to support those committees, their logistical and administrative arrangements would have to be redistributed among other staff. The overall reduction of dedicated support would have a qualitative impact on human rights treaty bodies, including the Committee on Economic, Social and Cultural Rights and the Subcommittee on the Prevention of Torture, as well as reports of the Committee against Torture, in particular as it relates to expected accomplishment (a), fully support treaty bodies' work, as regards the timely submission of documents. However, no reduction of outputs is anticipated. Under subprogramme 3, the abolishment of the posts and reduction of overtime resources would have an impact on the activities of the Cambodia office. All outputs of subprogramme 3, and in particular output (e), technical cooperation, would be affected by the resultant reduced capacity, as fewer staff would be available to consult, advise and provide training to governments and other stakeholders. The Office will seek to mitigate the impact through strengthened collaboration with partners, in particular national partners and United Nations country teams.		achievement of the Millennium Development Goals: Estimate 2012-2013: 45 Target 2014-2015: 35

Item	*Net reductions in inputs*	*Description*	*Reductions in the volume of outputs*	*Reductions in performance targets*
3	**Programme of work** *Subprogramme 4* Abolishment: 1 P-4 Human Rights Officer 1 GS (OL) Programme Assistant Reduction: General temporary assistance Consultants Travel of staff Participants in seminars	**Less advice and documentation as well as foregoing of a dedicated resource person** Total net reduction: $1,168,400 Following the review of the Human Rights Council, it was decided to strengthen and enhance transparency in the selection and appointment process of special procedures mandate holders. While the secretariat will continue to provide the support, the work will have to be done differently; redistributed to other OHCHR entities and/or absorbed by other staff. The appointment process will be slower, and the methods of work will have to be revised. The abolishment of the posts will affect the level and quality of support to Member States and to applicants for expert vacancies; less documentation will be prepared for members of the Consultative Group; applicants for expert vacancies, reviewed by the Group, will have less information on the status of their application; and support for the meeting of the Consultative Group will be reduced. The reduction of non-post resources will require less reliance on external expertise for technical issues; reduced participation of staff in meetings and missions relevant to the work of the mandate holders; and fewer meetings/seminars with national and regional partners and stakeholders.	–	–
3	**Programme support** Abolishment: 1 P-3 Human Resources Officer 1 P-3 Staff Development Officer	**Reduction of support for internal processes and staff development** Total net reduction: $430,400 The abolishment of the P-3 Human Resources Officer post will result in the reduction in capacity for support to programme managers in the recruitment process. With a highly mobile staff, recruitment is a constant challenge in OHCHR, and additional contributions	–	–

Item	Net reductions in inputs	Description	Reductions in the volume of outputs	Reductions in performance targets
		will be required from the Hiring Managers, making it more difficult to meet recruitment timelines. The abolishment of the Staff Development Officer post will leave the Staff Development Unit staffed entirely from extrabudgetary resources, with two Professional Staff Development Officers to oversee and coordinate substantive training and orientation programmes, inter alia, in cooperation with the Office of Human Resources Management.		

Changes reflected in the Secretary-General's report on the Budget Outline for 2014-2015

24.13 Reductions in line with the report of the Secretary-General on the budget outline amount to $672,700, as shown in table 24.8 below.

Table 24.8 **Resource changes in line with the Secretary-General's budget outline**

Net reductions in inputs	Description	Reductions in the volume of outputs	Reductions in performance targets
Programme support	**Internal economies and process re-engineering**	–	–
Reduction:	Total net reduction: $672,700		
Contractual services Overtime General operating costs Equipment and supplies	Reduction of contractual services related to information management and technology processes, including the revision of archiving and electronic document storage protocols for dynamic versus static information, maintaining necessary accessibility by different means; reducing technical support services provided by the United Nations International Computing Centre and external contractors, as well as decreased reliance on proprietary software by increased reliance on OHCHR staff and cooperation with the United Nations Office at Geneva; reduced communications costs through more extensive use of Internet technologies (for example, use of WebEx seminars instead of videoconferences).		

Other assessed and extrabudgetary resources

24.14 It is estimated that, during the 2014-2015 biennium, extrabudgetary resources of $261,848,300 from various sources will be utilized to complement resources from the regular budget for: (a) executive direction and management ($25,287,600); (b) substantive activities under the programme of work, such as the provision of assistance to victims of torture and individuals whose human rights have been violated as a result of contemporary forms of slavery, the protection of indigenous populations, human rights education in Cambodia, the provision of travel for participation in various meetings under the programme of work, including those related to the universal periodic review, technical cooperation, the publication of informational materials, maintenance of databases and websites, servicing of meetings, the provision of other substantive support, the conduct of workshops, training courses and seminars, and the provision of fellowships ($198,890,800); and (c) programme support ($37,669,900). The number of posts to be financed from extrabudgetary resources in the biennium 2014-2015 is estimated at 720 (3 D-1, 35 P-5, 88 P-4, 175 P-3, 18 P-2/1, 294 General Service categories and 107 National Professional Officer). The estimated decrease of $11,660,500 is projected in comparison with the current estimates for the biennium 2012-2013, as the Office has had to discontinue a number of activities owing to stagnation of extrabudgetary income, despite continually increasing demands for support in the promotion and protection of human rights.

Other information

24.15 Pursuant to General Assembly resolution 58/269, the resources identified for the conduct of monitoring and evaluation, which are crucial to ensuring the quality of services provided by OHCHR, amount to $1,477,100 and relate to an estimated 74 work-months at the Professional level and higher and 34 work-months at the General Service level, and to non-post resources in the amount of $40,000. The amount comprises $1,240,700 under the regular budget and $236,400 under extrabudgetary resources.

24.16 The issue of publications as part of the programme of work has been reviewed in the context of each subprogramme. It is anticipated that recurrent and non-recurrent publications will be issued as summarized in table 24.9 below and as distributed in the output information for each subprogramme.

Table 24.9 **Summary of publications**

	2010-2011 actual			*2012-2013 estimate*			*2014-2015 estimate*		
	Print	*Electronic*	*Print and electronic*	*Print*	*Electronic*	*Print and electronic*	*Print*	*Electronic*	*Print and electronic*
Recurrent	–	–	8	–	–	6	6	–	–
Non-recurrent	–	–	58	–	–	48	–	–	42
Total	–	–	**66**	–	–	**54**	**6**	–	**42**

A. Policymaking organs

Resource requirements (before recosting): $16,741,800

1. Human Rights Council

Resource requirements (before recosting): $1,557,100

24.17 The Human Rights Council was established by General Assembly resolution 60/251 of 15 March 2006 as a subsidiary organ of the General Assembly. The same resolution abolished the Commission of Human Rights, and the Council assumed the role and responsibilities of the Commission on Human Rights relating to the work of the Office of the United Nations High Commissioner for Human Rights, as decided by the Assembly in its resolution 48/141 of 20 December 1993. The Council is composed of 47 members, the first of whom were elected on 9 May 2006. The term of membership is three years and is staggered. The Council meets regularly throughout the year in Geneva for a minimum of three sessions a year, including a main session, for a total duration of no less than 10 weeks. The Council may also hold special sessions, when needed, at the request of a member of the Council with the support of one third of the members. At the request of Member States, the Human Rights Committee may also hold panel discussions during each of its three regular sessions. It held 16 panel discussions in 2011 and 17 in 2012. By its resolution 60/251, the General Assembly also mandated the Council to undertake a universal periodic review of the fulfilment by each State of its human rights obligations and commitments. The Council applies the rules of procedure established for committees of the General Assembly. At its fifth session, by its resolution 5/1, the Council established the Advisory Committee as its subsidiary body and a complaint procedure. It also established the consultative group, which is mandated to consider applications for the special procedures mandate holders and to submit a report to the President of the Council with recommendations on the most qualified candidates for vacancies. By its decision 17/118 of 17 June 2011, the Council decided to establish an Office of the Human Rights Council President, in accordance with the procedural and organizational roles of the President as described in the annex to Human Rights Council resolution 5/1, to support the President in the fulfilment of his or her tasks and enhance efficiency and institutional memory in this regard.

24.18 The working groups, mechanisms and organs established by the Council and the working groups of the Commission on Human Rights, whose functions have been assumed by the Council, are as follows:

(a) *Universal periodic review*. General Assembly resolution 60/251 of 15 March 2006 mandated the Human Rights Council to undertake a universal periodic review, based on objective and reliable information, of the fulfilment by each State of its human rights obligations and commitments in a manner which ensures the universality of coverage and equal treatment with respect to all States. Human Rights Council resolution 5/1, adopted on 18 June 2007, established the principles, objectives, periodicity and order of the universal periodic review as well as its process and modalities, as well as the format and content of its outcome. The review is conducted by a working group composed of the 47 members of the Council, and the final outcome is adopted by the plenary of the Council. A group of three rapporteurs is formed to facilitate each review, including the preparation of the report of the working group. The working group holds three sessions annually, each for 10 working days. All 193 United Nations Member States are reviewed over a four and a half year cycle with 42 countries reviewed annually (14 at each working group session). During the first review cycle, there was 100 per cent participation in the Working Group by the States under consideration. All 193 Member States have been reviewed, and, in June 2012, the Council embarked on the

second review cycle. The review is based on information prepared by the State concerned and can take the form of a national report and any other information considered relevant by that State. Also taken into consideration is a compilation of information contained in the reports of treaty bodies, special procedures and other relevant official United Nations documents, and a summary of the information provided by other relevant stakeholders. Following the adoption of resolution 5/1, the Council decided on further modalities for the review through the adoption of two Presidential statements (PRST/8/1 and PRST/9/2), resolution 16/21 and decision 17/119;

(b) *Complaint procedure*. As a result of the review of the 1503 procedure, which was carried out by the Human Rights Council, a new confidential complaint procedure was established by resolution 5/1 of 18 June 2007, as an integral part of the Council's institutional architecture. Two distinct working groups, the Working Group on Communications and the Working Group on Situations, were established with the mandate to examine the communications received under the complaint procedure and to bring to the attention of the Council consistent patterns of gross and reliably attested violations of human rights and fundamental freedoms occurring in any part of the world and under any circumstances:

(i) *Working Group on Communications*. The Working Group on Communications was established to examine the communications received under the complaint procedure with a view to decide on their admissibility and to assess their merits, including whether a communication alone or in combination with others appears to reveal a consistent pattern of gross and reliably attested violations of human rights and fundamental freedoms. The Working Group, consisting of five members of the Human Rights Council Advisory Committee, meets twice a year for five working days;

(ii) *Working Group on Situations*. The Working Group on Situations was established to examine communications on the basis of the information provided by the Working Group on Communications and to present to the Council a report on consistent patterns of gross and reliably attested violations of human rights and fundamental freedoms. The Working Group comprises five members of the Council appointed in their personal capacity and meets twice a year for one week;

(c) *Working Group on Enforced or Involuntary Disappearances*. The General Assembly, in its resolution 33/173 of 20 December 1978, requested the Commission on Human Rights to consider the question of disappeared persons with a view to making appropriate recommendations. By its resolution 20 (XXXVI) of 29 February 1980, approved by the Economic and Social Council in its decision 1980/128 of 2 May 1980, the Commission decided to establish the Working Group on Enforced or Involuntary Disappearances. The Group's mandate has been renewed most recently by the Human Rights Council in its resolution 16/16 of 24 March 2011. The Working Group is composed of five experts acting in their individual capacity. The Group holds sessions three times a year, twice in Geneva and once in an appropriate location determined by the Working Group. It also carries out on average two country visits per year. During its sessions, the Working Group reviews, for each country, existing and new cases of disappearances processed by the Secretariat for transmission to the respective Governments, examines Government replies and other information received since its previous session and adopts decisions on those questions. It also receives representatives of Governments, national human rights institutions, non-governmental organizations and relatives of the disappeared, at their request;

(d) *Working Group on Arbitrary Detention*. The Working Group on Arbitrary Detention was established by the Commission on Human Rights in its resolution 1991/42 of 5 March 1991, as approved by the Economic and Social Council in its decision 1991/243 of 31 May 1991.

The Working Group is composed of five independent experts, with the task of investigating cases of detention imposed arbitrarily or otherwise inconsistently with the relevant international standards set forth in the Universal Declaration of Human Rights or in the relevant international legal instruments accepted by the States concerned. The mandate of the Working Group was most recently renewed by Human Rights Council resolution 15/18 of 30 September 2010. The Working Group holds three sessions per year (two of five working days and one of eight working days), during which it examines information pertinent to its mandate and adopts decisions on individual cases submitted to it and also holds deliberations and adopts legal opinions of a general character. It also carries out on average two country visits per year;

(e) *Working Group on mercenaries*. The Working Group on the use of mercenaries as a means of violating human rights and impeding the exercise of the rights of peoples to self-determination was established pursuant to Commission on Human Rights resolution 2005/2 of 7 April 2005. The mandate of the Working Group succeeded that of the Special Rapporteur on the use of mercenaries, first appointed in 1987, and most recently extended by Human Rights Council resolution 15/12 of 30 September 2010 for a period of three years. The Working Group is composed of five experts acting in their individual capacity, with the mandate to study, identify and monitor current and emerging issues, manifestations and trends of mercenaries, activities related to mercenaries and activities of private military and private security companies which have an impact on human rights in general, including the right of peoples to self-determination. The Working Group holds three sessions per year (two sessions in Geneva and one in New York) and reports to the General Assembly and the Human Rights Council each year;

(f) *The Working Group on the issue of discrimination against women in law and in practice*. The Working Group on the issue of discrimination against women in law and in practice was established in October 2010 by the Human Rights Council in its resolution 15/23, for a period of three years. The Working Group is composed of five independent experts of balanced geographical representation to identify, promote and exchange views on best practices related to the elimination of laws that discriminate against women or are discriminatory to women in terms of implementation or impact. In this regard, the Working Group is requested: to prepare a compendium of best practices; to undertake a study in cooperation with stakeholders on ways and means in which the Working Group can cooperate with States to fulfil their commitments to eliminate discrimination against women in law and in practice; to make recommendations on the improvement of legislation and the implementation of the law; and to contribute to the realization of the Millennium Development Goals, in particular Goal 3 on the promotion of gender equality and the empowerment of women. The Working Group members were appointed at the sixteenth session of the Human Rights Council (March 2011), and the Group started to function on 1 May 2011. The Working Group holds three sessions a year (two times in Geneva and once in New York) and undertakes on average two country visits per year;

(g) *Forum on Minority Issues*. The Forum on Minority Issues was established by the Human Rights Council by its resolution 6/15 and renewed by resolution 19/23, which replaced the Working Group on Minorities of the former Sub-Commission on the Promotion and Protection of Human Rights. The Forum provides a platform for promoting dialogue and cooperation on issues pertaining to persons belonging to national or ethnic, religious and linguistic minorities, which shall provide thematic contributions and expertise to the work of the Independent Expert on minority issues. The Forum meets annually for two working days;

(h) *Working Group on the issue of human rights and transnational corporations and other business enterprises*. By its resolution 17/4, the Human Rights Council decided to establish a Working Group on the issue of human rights and transnational corporations and other business enterprises, consisting of five independent experts, for a period of three years. The Working Group is to, inter alia, promote the effective and comprehensive dissemination and implementation of the Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" Framework. Working Group members were appointed at the eighteenth session of the Human Rights Council (September 2011) and the Group started functioning on 1 November 2011. The Working Group holds three sessions a year and undertakes on average two country visits annually;

(i) *Forum on Business and Human Rights*. By its resolution 17/4, the Council also decided to establish a Forum on Business and Human Rights under the guidance of the Working Group on the issue of human rights and transnational corporations and other business enterprises to discuss trends and challenges in the implementation of the Guiding Principles on Business and Human Rights and promote dialogue and cooperation on issues linked to business and human rights, including challenges faced in particular sectors, operational environments or in relation to specific rights or groups, as well as to identify good practices. The first annual Forum on Business and Human Rights was held from 3 to 5 December 2012 and included engagement by the Working Group with stakeholders and a presentation of a survey on business perceptions of company impacts on human rights involving the Working Group;

(j) *Working Group on the Right to Development*. This open-ended Working Group was established by the Commission on Human Rights in its resolution 1998/72 of 22 April 1998, as approved by Economic and Social Council decision 1998/269 of 30 July 1998. The mandate of the Working Group was recently extended by Human Right Council resolution 9/3 of 18 September 2008 until it completes the tasks entrusted to it by the Council in its resolution 4/4. The most recent Human Rights Council resolutions on the mandate of the Working Group are 19/32 and 21/32. The Working Group meets annually for a period of five working days;

(k) *Social Forum*. The Social Forum was established by the Commission on Human Rights in its decision 2003/107 of 22 April 2003, approved by the Economic and Social Council in its decision 2003/264 of 23 July 2003. By its resolution 6/13 of 28 September 2007, the Human Rights Council decided to preserve the Forum as an annual, three-day intersessional meeting on economic, social and cultural rights. A Chair-Rapporteur is appointed by the President of the Human Rights Council, and the meeting is attended by four holders of relevant special procedures mandates;

(l) *Working Group on People of African Descent*. This Working Group, composed of five independent experts, was established by the Commission on Human Rights in its resolution 2002/68 of 25 April 2002, as approved by the Economic and Social Council in its decision 2002/270 of 25 July 2002. The mandate of the Working Group was most recently extended for a period of three years by the Human Rights Council in its resolution 18/28 of 30 September 2011 in accordance with the terms of reference contained in Human Rights Council resolution 9/14. The Working Group holds two sessions each year for a period of five working days each and should undertake a minimum of two country visits per year;

(m) *Intergovernmental working group on the effective implementation of the Durban Declaration and Programme of Action*. This working group was established by the Commission on Human Rights in its resolution 2002/68 of 25 April 2002, as approved by the Economic and Social Council in its decision 2002/270 of 25 July 2002. The mandate of the working group was most recently continued by the Human Rights Council in its resolutions 14/16 of 18 June 2010 and 21/33 of 28 September 2012. The working group meets annually for one session of

two weeks. Moreover, the General Assembly, in its resolution 56/266, requested the Secretary-General, in accordance with the Durban Declaration and Programme of Action, to appoint five independent eminent experts, one from each geographical region, from among candidates proposed by the Chair of the Commission on Human Rights, after consultation with the regional groups, to follow the implementation of the provisions of the Durban Declaration and Programme of Action. The Secretary-General has appointed five experts to meet on a regular basis;

(n) *Ad hoc Committee on the Elaboration of Complementary Standards to the International Convention on the Elimination of Racial Discrimination*. The Human Rights Council, by its decision 3/103 of 8 December 2006 established this ad hoc expert committee with five members who meet for 10 days on an annual basis. In its decision 10/30, the Council endorsed the road map adopted by the Ad Hoc Committee as a guiding framework for all future work in this regard. The latest resolution on the mandate of the Ad Hoc Committee is Council resolution 21/30 of 24 September 2012;

(o) *Expert Mechanism on the Rights of Indigenous Peoples*. The Human Rights Council, by its resolution 6/36 of 14 December 2007, established an Expert Mechanism on the Rights of Indigenous Peoples to advise it on indigenous issues. The Mechanism is composed of five members and meets annually for five days. In accordance with the resolution, the Special Rapporteur on Indigenous Peoples and a representative of the Permanent Forum on Indigenous Issues participate in the meetings of the Mechanism. The latest resolutions on the mandate of the Mechanism are the Human Rights Council resolution 18/8 of 29 September 2011 and General Assembly resolution 65/198 of 21 December 2011;

(p) *Open-ended intergovernmental working group to consider the possibility of elaborating an international regulatory framework on the regulation, monitoring and oversight of the activities of private military and security companies*. By its resolution 15/26 of 1 October 2010, the Human Rights Council established the open-ended intergovernmental working group to meet for five days annually. The most recent resolution on the mandate of the Working Groups is Human Rights Council resolution 21/29 of 28 September 2012;

(q) *Open-ended intergovernmental working group to draft a United Nations declaration on the rights of peasants*. Human Rights Council resolution 21/19 of 27 September 2012 established this open-ended intergovernmental working group to meet for five days annually and decided that its first session should be held before the twenty-third session of the Human Rights Council;

(r) *Intergovernmental Working Group on a draft United Nations declaration on the right to peace*. In its resolution 20/15 of 5 July 2012, the Human Rights Council established an open-ended intergovernmental working group with the mandate of negotiating, finalizing and submitting to the Council a draft United Nations declaration on the right to peace. The Council requested the working group to hold its first session for four working days in 2013, before the twenty-second session of the Human Rights Council, and to submit a report on progress made to the Council for consideration at its twenty-third session.

2. Human Rights Council Advisory Committee

Resource requirements (before recosting): $664,900

24.19 By paragraph 6 of its resolution 60/251, the General Assembly decided that the Human Rights Council "shall assume, review and, where necessary, improve and rationalize all mandates, mechanisms, functions and responsibilities of the Commission on Human Rights in order to

maintain a system of special procedures, expert advice and a complaint procedure". In the context of the review, the Council, by resolution 5/1 of 18 June 2007, established the Advisory Committee as a subsidiary body in place of the Sub-Commission on the Promotion and Protection of Human Rights. The Advisory Committee functions as a think tank, at the Council's direction, providing expertise mainly in the form of studies and research-based advice. The Advisory Committee is composed of 18 members acting in their personal capacity, who are nominated by States Members of the United Nations and elected by the members of the Human Rights Council for a term of three years on the basis of the following geographical distribution: five from African States; five from Asian States; two from Eastern European States; three from Latin American and Caribbean States; and three from Western European and other States. The Advisory Committee holds up to two sessions annually for a maximum of 10 working days.

3. Human Rights Committee

Resource requirements (before recosting): $1,730,700

24.20 The Human Rights Committee, established in accordance with article 28 of the International Covenant on Civil and Political Rights (General Assembly resolution 2200 (XXI), annex), is composed of 18 experts, acting in their personal capacity, who are nominated and elected by the States parties to the Covenant for a term of four years. The Committee monitors the implementation of the Covenant by examining periodic reports submitted by the 167 States parties and receives individual communications concerning violations of the Covenant by States parties that have ratified or adhered to the Optional Protocol to the Covenant (114 States parties). The Committee is also competent to examine inter-State communications with respect to 48 States parties, which have made a declaration pursuant to article 41 of the Covenant. It actively promotes ratification of the Second Optional Protocol of the International Covenant on Civil and Political Rights aiming at the abolition of the death penalty (75 States parties). The Committee meets in Geneva three times a year for three weeks, with each session preceded by the meeting of one working group of five to eight members, each for one week.

4. Special Committee to Investigate Israeli Practices Affecting Human Rights of the Palestinian People and Other Arabs of the Occupied Territories

Resource requirements (before recosting): $287,100

24.21 The Special Committee was established by the General Assembly in its resolution 2443 (XXIII) of 19 December 1968 to investigate Israeli practices affecting the human rights of the population of the occupied territories. It is composed of three Member States and meets twice a year in Geneva and once a year in New York. Every year the Committee undertakes a two-week field mission to the Middle East in order to hear witnesses with recent and first-hand information about the situation of human rights in the occupied territories. Before leaving on mission, the Committee meets for one day in Geneva. The second meeting in Geneva takes place during the debate on Palestine at the Human Rights Council session. The members of the Special Committee meet at United Nations Headquarters to present their report and participate in the deliberations of the Special Political and Decolonization Committee (Fourth Committee) of the General Assembly when the item is on the agenda of the Special Committee.

5. Committee on Economic, Social and Cultural Rights

Resource requirements (before recosting): $1,076,100

24.22 The Committee on Economic, Social and Cultural Rights, established by the Economic and Social Council in its resolution 1985/17 of 28 May 1985, is composed of 18 experts, acting in their personal capacity, who are nominated by the States parties to the International Covenant on Economic, Social and Cultural Rights and elected by the Economic and Social Council for a term of four years. Its rules of procedure, as well as the meetings of its pre-sessional working group, were approved by the Economic and Social Council in decision 1990/251 of 21 May 1990. The Committee monitors the implementation of the Covenant by examining periodic reports submitted by the 160 States parties and making general recommendations to the Economic and Social Council. The Optional Protocol to the International Covenant on Economic, Social and Cultural Rights was adopted by Human Rights Council resolution 8/2 of 18 June 2008 and by General Assembly resolution 63/117. It will enter into force after the tenth ratification or accession (currently there are eight States parties). The Committee meets in Geneva twice a year for three weeks, while a pre-sessional working group, composed of five members, meets for one week immediately after each session of the Committee to prepare the organization of following sessions. In its resolution 2012/29 of 27 July 2012, the Economic and Social Council approved the extension of the second annual session of 2013 by one week and the first annual session of 2014 by one week also and the increase in attendance and workload for the two pre-sessional working groups in 2013.

6. Committee on the Rights of the Child

Resource requirements (before recosting): $1,834,200

24.23 The Committee on the Rights of the Child was established in accordance with article 43 of the Convention of the Rights of the Child (General Assembly resolution 44/25, annex). The Committee is composed of 18 experts acting in their personal capacity, nominated and elected by the 193 States parties to the Convention for a term of four years. The Committee monitors the implementation of the Convention by examining periodic reports submitted by the States parties. The Committee also monitors the implementation of the Optional Protocols to the Convention, on the sale of children, child prostitution and child pornography (160 States parties), which entered into force on 18 January 2002, and on the involvement of children in armed conflict (150 States parties), which entered into force on 12 February 2002, through the examination of reports. The States parties to the Protocols are required to submit an initial report within two years of the entry into force of the Protocol for that State party. Thereafter, each State party shall include in the reports it submits to the Committee, in accordance with article 44 of the Convention, any further information with respect to the implementation of the Optional Protocols. On 19 December 2011, the General Assembly adopted the Optional Protocol to the Convention on the Rights of the Child on a communications procedure, which establishes an individual communications procedure. On 28 February 2012, the Optional Protocol was opened for signature. In accordance with article 19 of the Optional Protocol, it will enter into force three months after the deposit of the tenth instrument of ratification or accession (currently there are two States parties). The Committee meets in Geneva three times a year for three weeks. A pre-sessional working group of the whole Committee meets for one week immediately after each session to prepare the next session. By its resolution 67/167, the General Assembly authorized the Committee, as a temporary measure, to meet in parallel chambers, of nine members each, for the five working days of one of its three pre-sessional working group meetings in 2014 and 13 working days of one of its three regular sessions in 2015.

7. Committee against Torture

Resource requirements (before recosting): $914,800

24.24 The Committee against Torture, established in accordance with article 17 of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (General Assembly resolution 39/46, annex), is composed of 10 experts, acting in their personal capacity, who are nominated and elected by the States parties to the Convention for a term of four years. The Committee monitors the implementation of the Convention by examining periodic reports submitted by the States parties (153 States parties), and individual communications concerning violations of the Convention by States parties which have accepted the optional procedure under article 22 of the Convention (64 States). The Committee is also empowered to conduct inquiries in States parties that have accepted the procedure under article 20 of the Convention (142 States). The Committee meets in Geneva twice a year for three weeks. By its resolution 67/232, the General Assembly authorized the Committee to continue to meet for an additional week per session, as a temporary measure, with effect from May 2013 until the end of November 2014.

8. Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment

Resource requirements (before recosting): $1,818,800

24.25 The Optional Protocol to the Convention against Torture and Other Cruel, Inhuman and Degrading Treatment or Punishment was adopted by the General Assembly in its resolution 57/199 and entered into force on 22 June 2006. Currently, 64 States have become parties to the Optional Protocol. The Subcommittee is composed of 25 experts, acting in their personal capacity, nominated and elected by the States parties to the Optional Protocol, for a term of four years. The Subcommittee undertakes regular visits to places where people are deprived of their liberty, in accordance with article 1 of the Protocol. Following the visits, the Subcommittee makes recommendations for improvements in the treatment and conditions of detention of persons deprived of their liberty and continues to work with the relevant authorities on the implementation of the recommendations. The Subcommittee meets in Geneva three times a year for one week. As set out in article 11 of the Optional Protocol, the Subcommittee's mandate also includes: (a) provision of assistance and advice to the national preventive mechanisms to be established or designated by each State party one year after the entry into force of the Optional Protocol or of its ratification or accession; and (b) cooperation with relevant United Nations organs and mechanisms as well as with international, regional and national bodies working towards the prevention of ill-treatment.

9. Committee on the Elimination of Racial Discrimination

Resource requirements (before recosting): $1,151,600

24.26 The Committee on the Elimination of Racial Discrimination was established in accordance with article 8 of the International Convention on the Elimination of All Forms of Racial Discrimination (General Assembly resolution 2106 A (XX), annex). The Committee is composed of 18 experts, acting in their personal capacity, nominated and elected by the States parties to the Convention for a term of four years. The Committee monitors the implementation of the Convention by examining periodic reports submitted by the States parties (175 States) and individual communications concerning violations of the Convention by States parties (54 States) that have accepted the

optional procedure under article 14 of the Convention. The Committee meets twice a year in Geneva for three weeks.

10. Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families

Resource requirements (before recosting): $548,700

24.27 The Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families was established in accordance with article 72 of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (General Assembly resolution 45/158, annex). It is composed of 14 experts, acting in their personal capacity, who are nominated and elected by the States parties to the Convention for a term of four years. The Committee monitors the implementation of the Convention by examining periodic reports submitted by the States parties (46 States). Three States have accepted the optional procedure under article 77 of the Convention, which would allow the Committee to examine individual communications concerning violations of the Convention once it enters into force (10 declarations of acceptance required). The Committee meets for two sessions of one and two weeks, respectively, in Geneva.

11. Committee on the Elimination of Discrimination against Women

Resource requirements (before recosting): $2,257,700

24.28 The Committee on the Elimination of Discrimination against Women was established in accordance with article 17 of the Convention on the Elimination of All Forms of Discrimination against Women (General Assembly resolution 34/180, annex). The Committee is composed of 23 experts, acting in their personal capacity, who are nominated and elected by the States parties to the Convention for a term of four years. It reviews reports of States parties (to date, 187 States) submitted in accordance with article 18 of the Convention and formulates suggestions and general recommendations. From 1997 to 2009, the Committee held two regular annual sessions of 15 days each, followed by a five-day pre-sessional working group. Since 2010, in accordance with General Assembly resolution 62/218, which authorized more meeting time to the Committee, it has held three annual sessions of three weeks each, with a one-week pre-sessional working group for each session.

24.29 The Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, which was adopted by the General Assembly in its resolution 54/4 of 6 October 1999, entered into force on 22 December 2000 and has 104 States parties. The Committee is mandated under the Optional Protocol to the Convention to receive and consider communications from individuals or groups of individuals and transmit its views with respect to such communications to the parties concerned. It is also empowered in accordance with article 8 of the Optional Protocol to conduct inquiries into grave or systematic violations of the Convention in States parties to the Optional Protocol that have not opted out of the inquiry procedure pursuant to article 10 of the Optional Protocol. A working group of the Committee on communications meets prior to each session in order to determine the admissibility of communications and make the necessary recommendations on the merits. The working group comprises five members of the Committee, who meet for a total of 10 working days annually prior to the Committee's session.

12. Committee on the Rights of Persons with Disabilities

Resource requirements (before recosting): $2,088,100

24.30 The Committee on the Rights of Persons with Disabilities was established in accordance with article 34 of the Convention on the Rights of Persons with Disabilities, which was adopted by the General Assembly in its resolution 61/106 of 13 December 2006 and entered into force on 3 May 2008. It is comprised of 18 members, acting in their personal capacity, who are nominated and elected by the States parties to the Convention for a term of four years. It reviews reports of States parties (123, to date) submitted in accordance with article 35 of the Convention. States parties must report initially within two years after entry into force and thereafter every four years. The Committee examines each report and makes such suggestions and general recommendations as it may consider appropriate and forwards them to the State party concerned.

24.31 The Optional Protocol to the Convention, which was also adopted by the General Assembly in its resolution 61/106 and entered into force on 3 May 2008, gives the Committee competence to receive and consider communications, submitted by or on behalf of individuals or groups of individuals in States parties (74, to date) concerning alleged violations of the Convention. In accordance with article 6 of the Optional Protocol, the Committee is empowered to conduct inquiries into grave or systematic violations of the Convention by a State party.

24.32 Pursuant to General Assembly resolution 66/229, the Committee currently meets in Geneva twice a year, for sessions of one week's and two weeks' duration, respectively. In its resolution 67/160, the General Assembly authorized the Committee, starting in 2014: (a) to hold, after the two annual sessions of the Committee, two annual pre-sessional working group meetings of one week each; and (b) two additional weeks of meeting time per year to be used consecutive to the existing regular sessions.

13. Committee on Enforced Disappearances

Resource requirements (before recosting): $651,200

24.33 The International Convention for the Protection of All Persons from Enforced Disappearance was adopted by the General Assembly in its resolution 61/177 of 20 December 2006 and entered into force on 23 December 2010. The Committee on Enforced Disappearances was established in accordance with article 26 of the Convention and is composed of 10 experts acting in their personal capacity, who are nominated and elected by the States parties to the Convention for a term of four years. It reviews reports of States parties (to date, 36 States) submitted in accordance with article 29 of the Convention. The Committee also receives individual communications under the procedure in article 31 of the Convention for those States who have accepted the competence of the Committee (15 States parties), as well as requests for urgent actions from relatives or legal representatives of disappeared persons. It may also receive and consider communication in which a State party claims that another State party is not fulfilling its obligations under the Convention pursuant to article 32 of the Convention if both States parties have made such a declaration (14 States parties). In compliance with article 33, one or more members of the Committee may undertake country visits in case that the Committee receives reliable information that a State party is seriously violating the provisions of the Convention. The Committee meets in Geneva twice a year for two weeks.

14. Meetings of persons chairing human rights treaty bodies

Resource requirements (before recosting): $160,800

24.34 Meetings of persons chairing the human rights treaty bodies have been convened annually in Geneva pursuant to General Assembly resolution 49/178 of 23 December 1994. The meetings are attended by the chairpersons or their representatives of the Human Rights Committee, Committee on Economic, Social and Cultural Rights, Committee on the Elimination of Racial Discrimination, Committee on the Elimination of Discrimination against Women, Committee against Torture, Committee on the Rights of the Child and Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families, the Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, the Committee on the Rights of Persons with Disabilities and the Committee on Enforced Disappearances.

Table 24.10 **Resource requirements: policymaking organs**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2012-2013*	*2014-2015 (before recosting)*	*2012-2013*	*2014-2015*
1. Human Rights Council	1 641.1	1 557.1	–	–
2. Human Rights Council Advisory Committee	789.5	664.9	–	–
3. Human Rights Committee	1 864.0	1 730.7	–	–
4. Special Committee to Investigate Israeli Practices	362.8	287.1	–	–
5. Committee on Economic, Social and Cultural Rights	920.0	1 076.1	–	–
6. Committee on the Rights of the Child	1 948.0	1 834.2	–	–
7. Committee against Torture	714.3	914.8	–	–
8. Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment	2 030.4	1 818.8	–	–
9. Committee on the Elimination of Racial Discrimination	1 203.2	1 151.6	–	–
10. Committee on the Protection of the Rights of All Migrant Workers and members of Their Families	565.2	548.7	–	–
11. Committee on the Elimination of Discrimination against Women	2 168.0	2 257.7	–	–
12. Committee on the Rights of Persons with Disabilities	1 590.0	2 088.1	–	–
13. Committee on Enforced Disappearances	708.5	651.2	–	–
14. Meetings of persons chairing human rights treaty bodies	119.3	160.8	–	–
Total	**16 624.3**	**16 741.8**	–	–

24.35 The distribution of resources for policymaking organs is reflected in table 24.11 below.

Table 24.11 **Resource requirements: policymaking organs**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2012-2013*	*2014-2015 (before recosting)*	*2012-2013*	*2014-2015*
Regular budget				
Post	–	–	–	–
Non-post	16 624.3	16 741.8	–	–
Total	**16 624.3**	**16 741.8**	–	–

24.36 Non-post resources totalling $16,741,800 provide for: (a) travel of representatives of all the bodies listed in table 24.10 above; (b) other staff costs associated with the Human Rights Council, the Human Rights Council Advisory Committee, the Committee on Economic and Cultural Rights, the Committee on the Rights of the Child, the Committee against Torture and the Office of the President of the Human Rights Council; (c) travel of staff associated with the Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories, the Committee against Torture, the Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, the Committee on the Rights of Persons with Disabilities and the Committee on Enforced Disappearances; and (d) general operating expenses and supplies and materials for the Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories, the Committee against Torture, the Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, the Committee on the Rights of Persons with Disabilities, the Committee on Enforced Disappearances, the Committee on the Elimination of Discrimination against Women and the Office of the President of the Human Rights Council.

24.37 The net increase of $117,500 reflects additional requirements of $985,900, relating to other staff costs, travel of representatives and travel of staff and general operating requirements for the Committee on Economic and Cultural Rights, the Committee against Torture, the Committee on the Elimination of Discrimination against Women, the Committee on the Rights of Persons with Disabilities and the meeting of persons chairing human rights treaty bodies, offset by reduced requirements of $868,400 relating to the nine remaining policymaking organs.

B. Executive direction and management

Resource requirements (before recosting): $17,712,800

24.38 Executive direction and management consists of the Executive Office of the High Commissioner for Human Rights, the Policy, Planning, Monitoring and Evaluation Service, the External Outreach Branch, the Safety and Security Section, the Documents Processing Unit and the New York Office.

24.39 The High Commissioner is the United Nations official with principal responsibility for United Nations human rights activities, in accordance with the mandate entrusted to the High Commissioner by the General Assembly in its resolution 48/141. The High Commissioner advises the Secretary-General on the policies of the United Nations in the area of human rights and is responsible for coordinating human rights activities throughout the United Nations system and for rationalizing, adapting, strengthening and streamlining the United Nations machinery in the area of human rights with a view to improving its efficiency and effectiveness.

24.40 The High Commissioner provides overall executive direction, management, policy guidance and leadership for the implementation of the United Nations human rights programme. The programme

will work with States and other relevant parties to remove obstacles to the full realization of all human rights and to prevent the continuation of human rights violations. The continued engagement of the Office with countries is essential to the realization of the programme in the framework of the enhanced partnerships at the national, regional and international levels. It will continue to draw on the values of the Millennium Declaration and the 2005 World Summit Outcome, which call for the promotion of democracy, the strengthening of the rule of law and respect for all internationally recognized human rights and fundamental freedoms, including the right to development. Priority will continue to be given to emphasizing the importance of human rights on international and national agendas, combating poverty and countering discrimination on all internationally recognized grounds, including race, sex, language or religion, advancing the rights of children and women, raising awareness of human rights at all levels of education, responding to the needs of the vulnerable for protection and addressing situations of international concern, particularly gross and systematic violations of human rights, as identified by the Human Rights Council and other relevant United Nations organs.

24.41 Increased support for human rights implementation will be provided to Member States, at their request, through the assistance to various national capacity-building efforts. All human rights activities will be addressed in an integrated, interrelated and interdependent manner. The programme will continue to take gender issues fully into account in the development and application of norms and procedures so that violations against groups from various sectors of civil society, including women and girls, are clearly identified and addressed. Substantive and organizational support will be provided to the Human Rights Council, its procedures, other relevant United Nations organs and treaty-monitoring bodies. Particular efforts will be made to strengthen, rationalize and streamline the United Nations mechanisms in the field of human rights, as requested by the General Assembly in its resolutions 48/141 and 60/1. The programme will strive to meet the essential challenge of ensuring the enjoyment of human rights worldwide, through the dedicated and coordinated efforts of all relevant partners.

24.42 The Deputy High Commissioner assists the High Commissioner in the overall direction and management of the Office. In addition, the executive management responsibilities of the Deputy High Commissioner include the direct supervision of all OHCHR divisions in support of the High Commissioner, as well as the direct supervision of Office-wide functions centralized in executive direction and management and programme support, namely, the Programme Support and Management Services, the Policy, Planning, Monitoring and Evaluation Service, the Safety and Security Section and the Documents Processing Unit. As of 2013, the Deputy High Commissioner will supervise the External Outreach Branch (which will encompass the Donors and External Relations Section, the Communications Section and the Civil Society Section).

24.43 The organizational structure under executive direction and management is as follows:

(a) *Executive Office of the High Commissioner*. The High Commissioner and the Deputy High Commissioner are assisted by an Executive Office, headed by a Chief of Office, which provides immediate substantive and administrative support to the High Commissioner and to the Deputy High Commissioner and ensures overall coordination between the top management and the various components of the Office of the High Commissioner for Human Rights;

(b) *Safety and Security Section*. The Section is responsible for all security matters and is a liaison actor between the Department for Safety and Security and the Office of the High Commissioner. The Section is responsible for coordinating the Office's day-to-day response to safety and security issues and providing all relevant actors with advice, guidance and technical assistance. It provides direct security support to field missions undertaken by OHCHR staff and by experts, including commissions of inquiry, fact-finding missions and investigation missions;

(c) *Documents Processing Unit*. The Documents Processing Unit, established in 2002, is responsible for coordinating the Office's annual programme of meetings and for planning, coordinating and processing of all OHCHR documents;

(d) *External Outreach Branch*. In order to create synergies between the different external relations services and to maximize the impact of their work, an External Outreach Branch has been established. The Branch is headed by a Chief of External Outreach at the D-1 level, who reports to the Deputy High Commissioner and supervises the work of the Communications, Civil Society, and the Donor and External Relations Sections:

(i) *Communications Section*. The Section develops and implements strategies for public information outreach to a broad constituency about the work of the United Nations human rights programme. The public information output supports the High Commissioner's mandate to draw attention to critical human rights situations, advocate support of human rights standards and inform rights holders about their human rights. The Section also disseminates information about the Human Rights Council, the universal periodic review, the special procedures mandate holders and the treaty bodies. The main functions of the Communications Section include the development and distribution of public information materials including through the OHCHR website, interaction with mass media, engagement with the public through social media, and providing relevant technical support to OHCHR divisions and field presences. The Section coordinates with the Department of Public Information to mainstream human rights and to strengthen coherence for increased effectiveness;

(ii) *Civil Society Section*. The Section: (a) develops manuals and guides to inform and empower civil society actors, including non-governmental organizations, to engage directly with OHCHR and with all United Nations human rights mandates and mechanisms; (b) has developed an e-mail broadcast system, servicing subscribers in almost all Member States, in order to keep civil society actors informed of human rights developments relating, inter alia, to forthcoming country visits by the High Commissioner, treaty body meetings, Human Rights Council sessions, guidance on engaging with the universal periodic review and upcoming visits by special procedures mandate holders, in addition to facilitating interactive expert briefings; (c) provides in situ advice and support to non-governmental organizations attending sessions of the Human Rights Council and its subsidiary mechanisms; (d) works to encourage the participation of civil society and to protect civil society space both at the national level and in relation to their engagement with the United Nations Human Rights Programme;

(iii) *Donors and External Relations Section*. The Section is responsible for raising predictable, timely and flexible voluntary funds for OHCHR extrabudgetary activities by building a transparent and systematic relationship with current and potential donors and through an annual appeal system designed to share information on extrabudgetary needs. Efforts aimed at building and developing an open and constructive relationship with Member States as well as with other important potential partners in the public and private sectors will continue, with a view to securing extrabudgetary resources;

(e) *Policy, Planning, Monitoring and Evaluation Service*. The Service continues to facilitate the formulation and implementation of the OHCHR vision, servicing the Office, internal United Nations planning and evaluation entities and selected external partners by setting up systems and providing guidance on strategic programme management. This work has included facilitating the establishment of a predictable, streamlined planning process for both headquarters and the field together with a set of indicators allowing for clearer identification of the impact of OHCHR. For the 2014-2015 biennium, the Service will work to strengthen and further develop the policy, planning, monitoring and evaluation functions throughout the Office

and will support the implementation of an OHCHR-wide system of performance evaluation. In addition to reporting on programme performance through the biennial programme performance report, OHCHR issues an annual report on implementation of the overall programme.

New York Office

24.44 Acting under the direction and on behalf of the High Commissioner, the New York Office represents the policies and objectives of OHCHR at United Nations Headquarters in New York, at meetings of policymaking organs, executive committees and their subsidiary bodies, at interdepartmental and inter-agency meetings, with the Executive Office of the Secretary-General and at meetings with permanent missions of Member States, in particular those without representation in Geneva, non-governmental organizations and the media. The New York Office plays a central role in efforts to further integrate human rights into the four United Nations work areas of peace and security, development, humanitarian affairs and economic and social work respectively.

24.45 Headed by an Assistant Secretary-General, the New York Office collaborates with a range of partners in the areas of peace and security, development, economic and social affairs, and humanitarian affairs, including the Security Council, the General Assembly Plenary, the Second, Third and Fifth Committees, the Advisory Committee for Administrative and Budgetary Questions, the Committee for Programme and Coordination, the Economic and Social Council, and the Peacebuilding Commission. Prominent among the partners of the New York Office in relation to its work are also the four Executive Committees (United Nations Development Group, Executive Committee on Humanitarian Affairs, Executive Committee on Peace and Security and Executive Committee on Economic and Social Affairs), the Executive Office of the Secretary-General and other New York-based agencies, departments and offices. The New York Office chairs a number of bodies, including the Working Group of the Counter-Terrorism Implementation Task Force.

24.46 With the head of its New York Office at the Assistant Secretary-General level, it allows OHCHR participation at the appropriate level in executive decision-making committees, especially the Secretary-General's Policy Committee and the Senior Management Group, when the High Commissioner cannot be present, and ensures principal-level representation and access to high-level policy discussions. This has increased the decision-making and outreach capacity within the broad policy framework established by the High Commissioner, improving the efficiency and effectiveness of OHCHR.

Table 24.12 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To provide leadership and management support to Member States and to achieve implementation of legislative mandates

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Programme of work is effectively managed	(a) Timely delivery of outputs and services
	Performance measures
	(Percentage of output delivered within the established deadline)
	2010-2011: 90 per cent
	Estimate 2012-2013: 90 per cent
	Target 2014-2015: 90 per cent

(b) Timely recruitment and placement of staff	(b) Reduction in average number of days a Professional post remains vacant *Performance measures* 2010-2011: 250 days Estimate 2012-2013: 210 days Target 2014-2015: 200 days
(c) Identification of emerging human rights issues that require attention by Member States	(c) Increased number of references to issues raised in the High Commissioner's report to the Human Rights Council at the interactive dialogue *Performance measures* 2010-2011: 95 references Estimate 2012-2013: 95 references Target 2014-2015: 97 references
(d) Enhanced policy coherence in the management of human rights activities of the United Nations	(d) Increased number of human rights policy documents adopted by United Nations system agencies and inter-agency mechanisms *Performance measures* 2010-2011: 16 policy documents Estimate 2012-2013: 17 policy documents Target 2014-2015: 18 policy documents
(e) Improved geographical representation and gender balance of staff	(e) (i) Increased percentage of geographical appointments from unrepresented and underrepresented Member States *Performance measures* 2010-2011: 30 per cent Estimate 2012-2013: 60 per cent Target 2014-2015: 61 per cent (ii) Percentage of women at the Professional level and higher maintained at 50 per cent or more *Performance measures* 2010-2011: 55 per cent Estimate 2012-2013: 55 per cent Target 2014-2015: 55 per cent

(f) Increased timeliness of submission of documentation	(f) Increased percentage of pre-session documents submitted in accordance with the required deadline *Performance measures* 2010-2011: 52 per cent Estimate 2012-2013: 57 per cent Target 2014-2015: 65 per cent
(g) Deployment of human rights officers at short notice to contribute to the prevention of the continuation of human rights violations and ensure accountability in accordance with the mandate of the High Commissioner for Human Rights	(g) Increased number of fact-finding missions, investigations, commissions of inquiry, and human rights information collection missions initiated, established or supported by OHCHR at short notice, financed from all sources *Performance measures* 2010-2011: 16 missions, investigations and commissions of inquiry Estimate 2012-2013: 18 missions, investigations and commissions of inquiry Target 2014-2015: 19 missions, investigations and commissions of inquiry
(h) Increased exposure to and awareness of OHCHR activities among rights holders	(h) (i) Increased number of media articles, in all languages, citing OHCHR *Performance measures* 2010-2011: 20,806 articles Estimate 2012-2013: 22,000 articles Target 2014-2015: 23,000 articles (ii) Increased number of hits on the Media Centre pages of the OHCHR website *Performance measures* 2010-2011: 142,000 hits Estimate 2012-2013: 147,000 hits Target 2014-2015: 152,000 hits

External factors

24.47 The subprogramme is expected to achieve its objectives and expected accomplishments on the assumption that: (a) sufficient resources will be made available; and (b) there will be political will on the part of States to work with the Office of the High Commissioner for Human Rights.

Outputs

24.48 During the biennium 2014-2015, the following outputs will be delivered: conference services, administration, oversight (regular budget/extrabudgetary): issuance of internal policy guidelines and directives related to the implementation of the biennial programme plan and the OHCHR management plan (1); coordination of intersectoral activities which call for an integrated approach at both the intergovernmental and Office levels (1); monitoring the implementation of resolutions and decisions of the Human Rights Council, the Economic and Social Council and the General Assembly in the area of human rights (1); coordination, review and clearance of OHCHR inputs and statements to major meetings and Executive Committees, and departmental contributions to reports of the Secretary-General (1); ongoing review of selected aspects of the OHCHR programme of work (1).

Table 24.13 **Resource requirements: executive direction and management**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2012-2013*	*2014-2015 (before recosting)*	*2012-2013*	*2014-2015*
Regular budget				
Post	15 126.8	16 174.3	44	48
Non-post	1 460.7	1 538.5	–	–
Subtotal	**16 587.5**	**17 712.8**	**44**	**48**
Extrabudgetary	23 280.8	25 287.6	55	57
Total	**39 868.3**	**43 000.4**	**99**	**105**

24.49 The amount of $16,174,300 provides for the 48 posts indicated in table 24.13 (1 USG, 2 ASG, 1 D-1, 6 P-5, 9 P-4, 6 P-3, 4 General Service (Principal level) and 19 General Service (Other level)). The net increase of $1,047,500 relates to: (a) an increase of $162,000 owing to the delayed impact of the establishment in the biennium 2012-2013 of two new General Service (Other level) posts for the Document Processing Unit; (b) an increase of $1,356,200 owing to inward redeployment of five posts (1 General Service (Principal level) and 4 General Service (Other level)) from programme support to the Communications Section in order to improve the efficiency of web-based services of the Communications Section; and (c) a decrease of $470,700, which is the result of the abolishment of the post of Chief of Civil Society Section at the P-5 level in line with General Assembly resolution 67/248, as reflected in table 24.7, item 1, of the present report.

24.50 Non-post resources totalling $1,538,500 provide for, inter alia, other staff costs, consultants, travel of staff, contractual services and other operational requirements. The net increase of $77,800 is owing primarily to increases under other staff costs ($78,200), travel of staff ($11,300) and supplies and materials ($900), partly offset by decreases under consultants ($3,400), contractual services ($2,400), general operating expenses ($2,000) and furniture and equipment ($4,800).

24.51 The Office of the High Commissioner is also supported by 57 extrabudgetary posts (1 D-1, 5 P-5, 14 P-4, 27 P-3 and 10 General Service (Other level)). Extrabudgetary resources estimated at $25,287,600 are used primarily to carry out the activities of the Donor and External Relations Section, the Communications Section and the Safety and Security Section. Some of the activities of the Policy, Planning, Monitoring and Evaluation Service, the Civil Society Section, as well as the Documents Processing Unit are also funded from extrabudgetary resources. The Executive Office and the New York Office are also provided with extrabudgetary resources in view of the overall coordination role of OHCHR and their central role in efforts to further integrate human

rights into the four United Nations work areas of peace and security, development, humanitarian affairs and economic and social work, respectively. All of the posts in the Donor and External Relations Section and the Safety and Security Section and their related non-post activities are funded entirely from extrabudgetary resources.

C. Programme of work

24.52 The distribution of resources by subprogramme is reflected in table 24.14 below.

Table 24.14 **Resource requirements by subprogramme**

	Resources (thousands of United States dollars)		*Posts*	
	2012-2013	*2014-2015 (before recosting)*	*2012-2013*	*2014-2015*
1. Human rights mainstreaming, right to development, and research and analysis	25 363.5	23 936.7	56	53
2. Supporting human rights treaty bodies	19 490.6	19 817.6	59	58
3. Advisory services, technical cooperation and field activities				
(a) Advisory services, technical cooperation and field activities	41 890.5	36 310.0	83	81
(b) Subregional Centre for Human Rights and Democracy in Central Africa	2 465.7	2 367.3	9	9
4. Support for the Human Rights Council, its subsidiary bodies and mechanisms	38 126.3	37 416.3	77	75
Subtotal	**127 336.6**	**119 847.9**	**284**	**276**
Extrabudgetary	209 991.7	198 890.8	611	611
Total	**337 328.3**	**318 738.7**	**895**	**887**

Subprogramme 1
Human rights mainstreaming, right to development, and research and analysis

Resource requirements (before recosting): $23,936,700

24.53 The responsibility for implementing the subprogramme lies with the Research and Right to Development Division. The activities will be implemented in accordance with the strategy detailed under subprogramme 1 of programme 20 of the biennial programme plan for the period 2014-2015.

24.54 The subprogramme will continue to contribute to the reinforcement and render more visible its three main components, including human rights mainstreaming, right to development and research and analysis, by ensuring focus on analysis and enhanced thematic expertise in key priority areas identified by the legislative mandates under its responsibility. The 2014-2015 programme of work will reinforce ongoing efforts in those areas and expand the research and analysis component to ongoing work of OHCHR in relation to the Millennium Development Goals, economic, social and cultural rights, indigenous and minority issues, women's human rights and gender issues, rule of law and democracy, anti-discrimination, methodology and training. OHCHR is further strengthening its thematic expertise in the area of right to development and global development partnerships in

accordance with annual General Assembly and Human Rights Council resolutions. This includes enhanced support to the Working Group on the Right to Development and follow-up to the work programme of the High-level Task Force on the Right to Development on the application of criteria for assessing global development partnerships. The programme will continue work in the area of equality and non-discrimination to profile and increase the visibility of the struggle against racism, racial discrimination, xenophobia and related intolerance to make this a cross-cutting issue in the activities and programmes of OHCHR. The programme will continue to further contribute to integrate human rights and their gender dimension into all relevant areas of work of the United Nations system, including through particular emphasis on women's human rights. Indigenous issues have been gaining renewed momentum through the adoption of the United Nations Declaration on the Rights of Indigenous Peoples and the creation of the Expert Mechanism on the Rights of Indigenous Peoples.

(a) Human rights mainstreaming

Table 24.15 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To advance the promotion and protection of all human rights and to further integrate all human rights into areas of work of the United Nations system, in accordance with the guiding principles of this programme

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Further support for the integration of all human rights into areas of work of the United Nations system, such as economic and social development, humanitarian, peace and security, governance and rule of law programmes and activities	(a) Increased number of United Nations projects and activities that further integrate human rights *Performance measures* 2010-2011: 55 projects and activities Estimate 2012-2013: 55 projects and activities Target 2014-2015: 56 projects and activities
(b) Strengthened capacity of the United Nations system, including United Nations country teams, to further integrate all human rights into their respective programmes and activities and to assist countries, at their request, in building and strengthening national human rights promotion and protection capacities	(b) Increased number of United Nations activities, projects and common country programming documents that further integrate human rights *Performance measures* 2010-2011: 35 documents Estimate 2012-2013: 35 documents Target 2014-2015: 36 documents
(c) Wider knowledge within the entire United Nations system, including United Nations country teams, of relevant human rights issues, taking into account disability and gender-mainstreaming issues	(c) Increased percentage of resident and humanitarian coordinators, special representatives of the Secretary-General and United Nations officials at all levels trained and advised by OHCHR

Performance measures

2010-2011: not available

Estimate 2012-2013: 20 per cent

Target 2014-2015: 25 per cent

External factors

24.55 The subprogramme is expected to achieve its objectives and expected accomplishments on the assumption that there will be commitment and capacity of United Nations offices, programmes, funds and specialized agencies to integrate human rights into their programmes and activities.

Outputs

24.56 During the biennium 2014-2015, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) Human Rights Council:

a. Substantive servicing of meetings dedicated to human rights mainstreaming (4);

b. Parliamentary documentation: analytical reports in the area of human rights mainstreaming (2);

(ii) Advisory Committee: parliamentary documentation: studies/working papers/reports in the area of human rights mainstreaming (2);

(b) Other substantive activities (regular budget):

(i) Non-recurrent publications: training materials, guidelines and other tools on human rights for peacekeeping personnel and United Nations civilian police; learning packages and guidelines on human rights protection and compilations of best practices (1);

(ii) Booklets, fact sheets, wallcharts and information kits: production of tools and training materials on strengthening national protection systems in accordance with human rights mainstreaming activities (former Action 2) of the reform programme of the Secretary-General (see General Assembly resolution 59/196, para. 11) (1); on national capacity-building in the field of the administration of justice, particularly in post-conflict situations (resolution 57/221) and on the establishment and functioning of transitional justice mechanisms in post-conflict situations (resolution 60/159) (15);

(iii) Promotion of legal instruments: provision of expert advice to United Nations entities as well as to Member States, at their request, on: strengthening national human rights promotion and protection capacities; the integration of human rights aspects into development, humanitarian, peace and security, governance and rule of law programmes and activities (1);

(iv) Development of methodological tools in the areas of human rights protection, institution-building and education; to facilitate the integration of human rights aspects into United Nations policies, programmes and activities for development, peace and security, rule of law, governance and humanitarian assistance, and to facilitate, where appropriate, the advancement of the practical applications of rights-based approaches to all the aforementioned areas (10);

(c) Technical cooperation (regular budget/extrabudgetary):

(i) Training courses, seminars and workshops: training courses for relevant United Nations entities on strengthening national human rights promotion and protection capacities and the use of tools and training materials (6); training courses for peacekeeping personnel in line with Security Council resolutions 1296 (2000), 1325 (2000), 1379 (2001) and 1820 (2008) (8);

(ii) Seminars and workshops on the development of guidelines and tools for peacekeeping personnel (2), the development of best practices on access to justice and transitional justice and guidelines and tools on rule of law issues (8) and human rights protection for OHCHR, United Nations peace operations and other entities (4).

(b) Right to development

Table 24.16 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To advance the promotion and protection of the effective enjoyment by all of all human rights by contributing to the effective realization of the right to development

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Further integration of the promotion and protection of the right to development in global partnerships for development and, as appropriate, in the policies and operational activities of relevant actors at all levels	(a) Increased number of projects and activities aimed at integrating the right to development, including in global partnerships for development *Performance measures* 2010-2011: not applicable Estimate 2012-2013: 8 projects and activities Target 2014-2015: 10 projects and activities
(b) Further promote and protect the realization of the right to development	(b) Increased number of activities and projects in support of the realization of the right to development *Performance measures* 2010-2011: not applicable Estimate 2012-2013: not applicable Target 2014-2015: 3 projects and activities
(c) Enhanced awareness, knowledge and understanding of the right to development at all levels	(c) Increased number of activities organized and analytical papers and information materials made available by OHCHR within the United Nations and for global development partners, in contribution to increasing knowledge, awareness and understanding of the realization of the right to development

Performance measures

2010-2011: not applicable

Estimate 2012-2013: 8 activities, analytical papers and information materials available

Target 2014-2015: 10 activities, analytical papers and information materials available

External factors

24.57 The subprogramme is expected to achieve its objectives and expected accomplishments on the assumption that: (a) significant external factors that may affect the achievement of the expected accomplishments are the dynamics of the debate in the international bodies related to the right to development and (b) the capacity and commitment of stakeholders to be engaged in and implement the right to development.

Outputs

24.58 During the biennium 2014-2015, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) General Assembly: parliamentary documentation: analytical reports in the area of the right to development (2);

(ii) Human Rights Council:

a. Substantive servicing of meetings dedicated to the right to development (4);

b. Parliamentary documentation: reports of the Working Group on the Right to Development (2); analytical reports in the area of the right to development (2); reports of the Social Forum (2);

(iii) Advisory Committee:

a. Substantive servicing of meetings related to the right to development (2);

b. Parliamentary documentation: reports/studies/working papers in the area of the right to development (6);

(iv) Working Group on the Right to Development: substantive servicing of meetings (40);

(v) Social Forum: substantive servicing of meetings (12);

(b) Other substantive activities (regular budget):

(i) Booklets, fact sheets, wallcharts and information kits: learning packages on mainstreaming the right to development, including in national development strategies, such as poverty reduction strategy papers, national Millennium Development Goals strategies and United Nations development frameworks; compilations of best practices; awareness-raising tools and kits (brochures, posters etc.); booklets of frequently asked questions (20);

(ii) Promotion of legal instruments: provision of expert advice to Member States, at their request, United Nations entities and others on the implementation of the right to development; provision of support to the Working Group on integrating the right to

development in global development partnerships from the perspective of the right to development (1).

(c) Research and analysis

Table 24.17 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To advance the promotion and protection of the effective enjoyment by all of all human rights by increasing knowledge, awareness and understanding in accordance with the guiding principles of this programme

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Strengthened respect for the enjoyment of all human rights and fundamental freedoms by everyone, inter alia, by contributing to combating discrimination and supporting efforts of Member States to that end	(a) Increased number of activities carried out and measures taken to promote and protect the enjoyment by all of all human rights and fundamental freedoms *Performance measures* 2010-2011: 55 activities and measures Estimate 2012-2013: 65 activities and measures Target 2014-2015: 66 activities and measures
(b) Strengthened efforts that contribute to the elimination of all forms of racism, racial discrimination, xenophobia and related intolerance, including contemporary forms of racism	(b) Increased number of measures taken to eliminate all forms of racism, racial discrimination, xenophobia and related intolerance, including contemporary forms of racism *Performance measures* 2010-2011: 22 measures Estimate 2012-2013: 25 measures Target 2014-2015: 26 measures
(c) Enhanced contribution of OHCHR to the effective achievement of the Millennium Development Goals	(c) Increased number of activities carried out and measures taken in contribution to the effective achievement of the Millennium Development Goals *Performance measures* 2010-2011: 40 activities and measures Estimate 2012-2013: 45 activities and measures Target 2014-2015: 46 activities and measures

(d) Enhanced promotion of knowledge, awareness and understanding of legal protection and advocacy for the full implementation of all human rights, including at the country level and through capacity-building and international cooperation	(d) Increased number of activities carried out and measures taken to enhance the promotion of legal protection and advocacy in implementing all human rights *Performance measures* 2010-2011: 30 activities and measures Estimate 2012-2013: 35 activities and measures Target 2014-2015: 36 activities and measures
(e) More effective United Nations assistance to Member States and civil society, media and national human rights institutions, where they exist, at their request, in strengthening the rule of law and national democratic institutions for the promotion and protection of all human rights for all	(e) Increased number of activities and measures taken to strengthen the rule of law and democratic institutions for the promotion and protection of all human rights for all *Performance measures* 2010-2011: 45 activities and measures Estimate 2012-2013: 53 activities and measures Target 2014-2015: 52 activities and measures
(f) Enhanced methodological expertise to implement human rights activities and to provide advice and assistance to requesting States, the United Nations system and other shareholders	(f) Increased number of methodological and operational guidelines and tools developed for the realization of human rights *Performance measures* 2010-2011: 30 guidelines and tools Estimate 2012-2013: 40 guidelines and tools Target 2014-2015: 50 guidelines and tools
(g) Enhanced capacity of OHCHR to provide training and advice to promote human rights compliance with a view to protecting rights holders at the national level	(g) Increased number of advisory and training activities provided by OHCHR and its partners, as appropriate, in relevant substantive areas *Performance measures* 2010-2011: 50 training activities Estimate 2012-2013: 51 training activities Target 2014-2015: 52 training activities

External factors

24.59 The subprogramme is expected to achieve its objectives and expected accomplishments on the assumption that: (a) significant external factors that may affect the achievement of the expected accomplishments are the dynamics of the debate in international bodies acting in the relevant areas; and (b) stakeholders have the capacity and commitment to cooperate.

Outputs

24.60 During the biennium 2014-2015, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) General Assembly: parliamentary documentation: analytical reports in the areas of rule of law and democracy (12); racism, racial discrimination, xenophobia and related intolerance, including contemporary forms and manifestations (6); indigenous peoples and minorities (4); the World Programme for Human Rights Education (2); and other thematic issues (22);

(ii) Economic and Social Council: parliamentary documentation: reports to the Permanent Forum on Indigenous Issues on activities undertaken by OHCHR to promote the rights of indigenous people (3);

(iii) Human Rights Council:

a. Substantive servicing of meetings: plenary meetings (92), meetings of the universal periodic review (40) and meetings of its working groups as follows: Intergovernmental Working Group on the effective implementation of the Durban Declaration and Programme of Action (40); Working Group of Experts on People of African Descent (40); Group of Eminent Experts on Follow-up to the Durban Declaration and Programme of Action (20); Ad Hoc Committee on the Elaboration of Complementary Standards to the International Convention on the Elimination of Racial Discrimination (40); the Expert Mechanism on the Rights of Indigenous Peoples (20); and open-ended intergovernmental working group to consider the possibility of elaborating an international regulatory framework on the regulation, monitoring and oversight of the activities of private military and security companies (20);

b. Parliamentary documentation: analytical reports in the areas of rule of law and democracy (24); economic, social and cultural rights (10); racism, racial discrimination, xenophobia and related intolerance, including contemporary forms of racism (14); indigenous peoples and minorities (12); the World Programme for Human Rights Education (2); other thematic issues (12); recommendations adopted by the independent eminent experts on the implementation of the Durban Declaration and Programme of Action (2); reports of the Intergovernmental Working Group on the effective implementation of the Durban Declaration and Programme of Action (2); reports of the Working Group of Experts on People of African Descent (2); reports of the Ad Hoc Committee on the Elaboration of Complementary Standards (2); reports of the Expert Mechanism on the Rights of Indigenous Peoples (2); reports of the open-ended intergovernmental working group to consider the possibility of elaborating an international regulatory framework on the regulation, monitoring and oversight of the activities of private military and security companies (2); reports of the Independent Expert on Human Rights and International Solidarity (2); reports of the Special Representative of the Secretary-General on the responsibilities of transnational corporations and related business enterprises with regard to human rights (2);

c. Other services: provision of substantive servicing to the special representatives and independent experts (2);

(iv) Advisory Committee:

a. Substantive servicing of meetings: plenary meetings (20); meetings of Board of Trustees of the Voluntary Fund for Indigenous Populations (20);

b. Parliamentary documentation: reports, working papers and studies on various thematic issues considered by the Advisory Committee (30);

c. Other services: provision of substantive servicing to special rapporteurs of the Advisory Committee (8);

(b) Other substantive activities (regular budget):

(i) Non-recurrent publications: (a) eight fact sheets, including on: the right to education (1); the right to development (1); human trafficking (1); the rights of persons with disabilities (1); and the revision of four existing fact sheets (4); (b) four professional training series on: implementation and monitoring of the Convention on the Rights of Persons with Disabilities (1); Manual on Human Rights for Judges, Prosecutors and Lawyers (update) (1); Guidelines for the development of national action plans against racial discrimination (1); and glossary of human rights violations (1); (c) six reference materials. including: selected decisions of the Human Rights Committee (2); selected decisions of the Committee Against Torture (2); legislative handbook on the Convention on the Rights of Persons with Disabilities (1); and compilation of United Nations core human rights treaties (1); (d) eight special issue papers, including on: women and the right to adequate housing (1); the right to development (1); corruption (1); conscientious objection to military service (1); racism (1); women's rights and gender (1); transitional justice (1); and United Nations Guide for Minorities (1); and (e) 14 reprints, including 8 fact sheets in three languages; four reference materials in three languages; and two publications in two languages;

(ii) Promotion of legal instruments: provision of expert advice on the implementation of economic, social and cultural rights and on the promotion, protection and mainstreaming of women's rights (1);

(iii) Booklets, fact sheets, wallcharts, information kits: management of the human rights information desk and dissemination of human rights documents and materials; tools and materials on the implementation of economic, social and cultural rights; preparation of awareness-raising materials on economic, social and cultural rights (brochures, posters, kits etc.); booklets on frequently asked questions; tools and materials on the implementation of women's rights; preparation of awareness-raising materials on women's rights (brochures, posters, kits etc.); booklets on frequently asked questions; tools and materials on the implementation of rights relating to minorities and indigenous peoples; preparation of awareness-raising materials on the same issues (brochures, posters, kits etc.); booklets on frequently asked questions; tools and materials on issues related to the fight against racism and racial discrimination (30);

(iv) Input provided under subprogramme 1 to the universal periodic review (one report/country considered) (96);

(c) Technical cooperation (regular budget/extrabudgetary):

(i) Training courses, seminars and workshops: seminars on indigenous rights (5); major contributions to seminars for outside users organized by the OHCHR secretariat and other seminars (10); best practices in promotion, protection and mainstreaming of women's rights (5); strengthening protection of victims of trafficking and awareness-

raising: seminars, workshops and training courses on economic, social and cultural rights (8); on HIV/AIDS and human rights (4); on human rights and persons with disabilities (4); on strengthening the rule of law and democracy mechanisms (4); on racism, racial discrimination, xenophobia and related intolerance, including contemporary forms of racism (8);

(ii) Fellowships and grants: implementation of the indigenous and minorities fellowship programmes (20).

24.61 The distribution of resources for subprogramme 1 is reflected in table 24.18 below.

Table 24.18 **Resource requirements: subprogramme 1**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2012-2013*	*2014-2015 (before recosting)*	*2012-2013*	*2014-2015*
Regular budget				
Post	20 313.6	19 709.3	56	53
Non-post	5 049.9	4 227.4	–	–
Subtotal	**25 363.5**	**23 936.7**	**56**	**53**
Extrabudgetary	25 170.8	24 113.0	46	46
Total	**50 534.3**	**48 049.7**	**102**	**99**

24.62 The amount of $19,709,300, reflecting a decrease of $604,300, provides for the continuation of 53 posts (1 D-2, 2 D-1, 7 P-5, 20 P-4, 11 P-3, 3 P-2/1 and 9 General Service (Other level)). The net decrease of $604,300 is the result of the abolishment of two posts, one each at the P-4 and P-3 levels, under the Development and Economic and Social Issues Branch and of one General Service (Other level) post under the Rule of Law, Equality and Non-discrimination Branch in line with General Assembly resolution 67/248 ($990,800), as reflected in table 24.7, item 2, of the present report, partly offset by the delayed impact of the establishment of three new posts (1 P-4, 1 P-2/1 and 1 General Service (Other level)) under the Development and Economic and Social Issues Branch in the 2012-2013 biennium ($386,500).

24.63 Non-post resources totalling $4,227,400 provide for other staff costs, consultants, travel of representatives and staff, contractual services and other general operating requirements. The net decrease of $822,500 is owing mainly to: (a) discontinuation of non-recurrent provisions to support activities of limited duration and reduction in line with resolution 67/288 as reflected in table 24.7, item 2, of the present report under other staff costs, consultants and travel of representatives; and (b) reduced requirements under travel of staff, contractual services, supplies and materials, furniture and equipment, and seminars and workshops, based on the previous pattern of expenditure.

24.64 The subprogramme is also supported by 46 posts (1 P-5, 18 P-4, 15 P-3, 1 P-2/1 and 11 General Service (Other level)), funded from extrabudgetary resources. Extrabudgetary resources available under the Trust Fund for Support of the Activities of the Centre for Human Rights, estimated at $23,473,800, will continue to be used during the biennium 2014-2015 to complement regular budgetary resources for the achievement of the objectives of subprogramme 1. In particular, such resources will continue to play an important role in developing conceptual linkages between human rights and development through research and analysis, in developing practical tools that will assist other United Nations agencies and programmes in integrating human rights into their activities, in implementing the right to development at the national level and in applying expertise on human rights

themes and methodologies to increase knowledge, awareness and understanding of human rights issues.

24.65 Extrabudgetary resources available under the United Nations Voluntary Fund for Indigenous Populations, estimated at $639,200, will, in accordance with General Assembly resolutions 40/131, 50/156 and 56/140, be used to provide assistance to representatives of indigenous organizations and communities throughout the world so that they can attend the sessions of the Expert Mechanism on the Rights of Indigenous Peoples and the Permanent Forum on Indigenous Issues, and to enable them to have an impact on the overall programme of work by contributing towards enhanced legal protection and advocacy for the implementation of all human rights and towards strengthened respect for the enjoyment of all human rights and fundamental freedoms by everyone. Such resources will also be used for the allocation and payment of travel grants and the holding of the annual sessions of the Board of Trustees.

Subprogramme 2
Supporting human rights treaty bodies

Resource requirements (before recosting): $19,817,600

24.66 The subprogramme is under the responsibility of the Human Rights Treaties Division. The activities will be implemented in accordance with the strategy detailed under subprogramme 2 of programme 20 of the biennial programme plan for the period 2014-2015.

24.67 During the course of the biennium, activities under this subprogramme will focus on the provision of secretariat services and support to the bodies established to oversee compliance with main human rights treaties, namely the Human Rights Committee, the Committee on Economic, Social and Cultural Rights, the Committee on the Elimination of Racial Discrimination, the Committee on the Rights of the Child, the Committee against Torture, the Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, the Committee on the Elimination of Discrimination against Women, and the Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families; the Committee on the Rights of Persons with Disabilities, the Committee on Enforced Disappearances, and to the meeting of persons chairing those treaty bodies; to the United Nations Voluntary Fund for Victims of Torture, the Voluntary Trust Fund on Contemporary Forms of Slavery and the Special Fund established by the Optional Protocol of the Convention against Torture. Also serviced under this subprogramme are the individual complaints and inquiry procedures under the treaty bodies, as appropriate.

24.68 Supporting the above bodies will include comprehensive policy-oriented substantive and administrative support in their efforts to make their work more effective. OHCHR will continue to draw on all available in-house resources and expertise to provide adequate substantive and technical support, including analysis, for the review of State reports, on the conduct of enquiries by human rights treaty bodies, where provided for in the treaty or upon the request of States, and processing of individual complaints, in accordance with the guiding principles of this programme. The subprogramme will also work towards the implementation of recommendations made by all stakeholders and especially the treaty body experts on strengthening the treaty body system.

Table 24.19 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To advance the promotion and protection of the effective enjoyment by all of all human rights by providing substantive support and advice to the human rights treaty bodies, ensuring that the guiding principles of this programme are adhered to and increasing the knowledge and awareness of the international human rights treaties and the work of all treaty bodies among national and international actors

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Fully support treaty bodies' work	(a) (i) Increased percentage of documents submitted on time and in compliance with relevant rules and regulations for the issuance of documentation for consideration by treaty bodies *Performance measures* 2010-2011: not applicable Estimate 2012-2013: 10 per cent of documents submitted within deadlines Target 2014-2015: 50 per cent of documents submitted within deadlines (ii) Number of measures taken to strengthen support for treaty bodies and to assist States parties upon agreement to implement treaty body recommendations and concluding observations, to consider their views on individual communications, as well as to promote their follow-up *Performance measures* 2010-2011: 15 activities and measures Estimate 2012-2013: 15 activities and measures Target 2014-2015: 15 activities and measures
(b) Support treaty bodies in their efforts to improve and enhance their working methods	(b) Increased number of States parties' reports considered by treaty bodies based on improved working methods *Performance measures* 2010-2011: 115 reports Estimate 2012-2013: 230 reports Target 2014-2015: 250 reports

(c) Support States parties, upon request, in the preparation and timely submission of their national reports to the treaty bodies	(c) Number of activities to support States parties, upon request, during the preparation and submission of their reports to the treaty bodies *Performance measures* 2010-2011: not applicable Estimate 2012-2013: not applicable Target 2014-2015: 12 workshops/seminars on preparation of reports to the treaty bodies
(d) Enhanced awareness, knowledge and understanding of treaty body outputs	(d) Increased percentage of uses of treaty body outputs *Performance measures* 2010-2011: 425,000 hits on Universal Human Rights Index Estimate 2012-2013: 570,000 hits on Universal Human Rights Index Target 2014-2015: 600,000 hits on Universal Human Rights Index
(e) Enhanced cooperation with relevant stakeholders at all levels with respect to the work of treaty bodies in accordance with their working methods and mandates	(e) Increased number of activities carried out and measures taken in cooperation with relevant stakeholders at all levels in accordance with their working methods and mandates *Performance measures* 2010-2011: 15 activities Estimate 2012-2013: 25 activities Target 2014-2015: 45 activities

External factors

24.69 The subprogramme is expected to achieve its objectives and expected accomplishments on the assumption that: (a) significant external factors, which may adversely affect the achievement of the expected accomplishments, are not present, such as circumstances affecting the responsiveness of governments and other partners; and (b) there continues to be cooperation extended by key stakeholders, such as governments, other United Nations bodies and organs, civil society and national institutions, as well as regional and international organizations.

Outputs

24.70 During the biennium 2014-2015, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies: (regular budget):

(i) General Assembly: parliamentary documentation: (a) reports of: the Committee on the Rights of the Child (1); the Committee against Torture (2); the Committee on the Elimination of Racial Discrimination (2); the Committee on the Elimination of Discrimination against Women: supplement (2); the Committee on the Rights of Persons with Disabilities (2); the Committee on Enforced Disappearances (2); the Committee on the Protection of Migrant Workers and Members of Their Families (2); the meetings of persons chairing the human rights treaty bodies (2); (b) reports on: the United Nations Voluntary Fund for Victims of Torture (2); the financial situation of the Committee on the Elimination of Racial Discrimination (2); the status of the International Convention on the Elimination of All Forms of Racial Discrimination (2); the status of the Convention on the Elimination of All Forms of Discrimination against Women (2); the status of the International Convention for the Protection of All Persons from Enforced Disappearance (2); the United Nations Voluntary Trust Fund on Contemporary Forms of Slavery (2);

(ii) Economic and Social Council: parliamentary documentation: reports: of the Committee on Economic, Social and Cultural Rights (2); of the Committee on the Elimination of Discrimination against Women (2); on the election of nine members of the Committee on Economic, Social and Cultural Rights (2); of the Committee on the Rights of Persons with Disabilities (1);

(iii) Human Rights Council: parliamentary documentation: reports: on the status of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (2); on the status of the Convention on the Rights of the Child (2); on the status of the International Covenants on Human Rights (2); on the universal periodic review (2); on the United Nations Voluntary Fund for Victims of Torture (2); on the effective implementation of international instruments on human rights, including reporting obligations under international instruments on human rights (2), of the United Nations Voluntary Fund for Victims of Torture (2);

(iv) Commission on the Status of Women: parliamentary documentation: notes by the Secretary-General transmitting the results of the deliberations of the Committee on the Elimination of Discrimination against Women, submitted in accordance with article 21.2 of the Convention (2);

(v) Human Rights Committee:

a. Substantive servicing of meetings: plenary meetings (180); meetings of its pre-sessional working group (60);

b. Parliamentary documentation: concluding observations on State reports (35); lists of issues relating to country reports (35); general comments (2); reports on follow-up to concluding observations (6); list of issues prior to reporting (10); individual communications under the First Optional Protocol to the International Covenant on Civil and Political Rights: Decisions or Views (180); reports on follow-up to communications under the First Optional Protocol to the Covenant (6); revision to rules of procedure (2);

(vi) Committee on Economic, Social and Cultural Rights:

a. Substantive servicing of meetings: plenary meetings (130); meetings of its pre-sessional working group (40);

b. Parliamentary documentation: lists of issues relating to country reports (30); concluding observations (30); general comments (3);

(vii) Committee on the Elimination of Racial Discrimination:

a. Substantive servicing of meetings (120);

b. Parliamentary documentation: concluding observations on the reports of States parties (36); general comments (2); list of themes (36); reports relating to individual communications under article 14 of the Convention (8); reports on follow-up to communications under article 14 of the Convention (4);

(viii) Committee against Torture:

a. Substantive servicing of meetings (160);

b. Parliamentary documentation: concluding observations on State reports (34); list of issues (17); list of issues prior to reporting (60); decisions on individual communications under article 22 of the Convention (52); reports on follow-up to individual communications under article 22 of the Convention (2); reports on the results of confidential inquiries into the alleged systematic practice of torture in States parties under article 20 of the Convention (1); general comments (1); reports on follow-up under article 19 of the Convention (4);

(ix) Subcommittee on Prevention of Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment:

a. Substantive servicing of meetings (60);

b. Parliamentary documentation: recommendations and observations on country visits (12); advisory visits to national preventive mechanisms (6); follow-up reports (4); replies from States parties (12); and reports to the Committee against Torture on the activities of the Subcommittee (2);

(x) Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families:

a. Substantive servicing of meetings (40);

b. Parliamentary documentation: concluding observations on the reports of States parties (18); list of issues (18);

(xi) Committee on the Elimination of Discrimination against Women:

a. Substantive servicing of meetings: committee meetings (180); three pre-session working groups (60); three working groups on the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (40);

b. Parliamentary documentation: concluding observations (40-50); lists of issues and questions (76); conference room papers on the report of the pre-sessional working group (6); status of submission of reports (6); ways and means of expediting the work of the Committee (6); reports, as requested, on the work of the Committee (6); identification of trends in implementation of specific articles of the Convention to be decided on or specific recommendations made by the Committee to assist it in its consideration of reports of States parties (6); decisions of the Committee under articles 2 and 8 of the Optional Protocol to the Convention (12); paper on the methodology relating to inquiry procedures under article 8 of the Optional Protocol (1); follow-up activities to decisions regarding article 2 of the Optional Protocol (1);

(xii) Committee on the Rights of the Child:

a. Substantive servicing of meetings: plenary meetings (206); meetings of its pre-sessional working group (70);

b. Parliamentary documentation: concluding observations on the reports of States parties under the Convention on the Rights of the Child (40) and under the Optional Protocols to the Convention (sale of children, child prostitution and child pornography, and involvement of children in armed conflict) (30); list of issues relating to all country reports (70); general comments (3);

(xiii) Committee on the Rights of Persons with Disabilities:

a. Substantive servicing of meetings: plenary meetings of the Committee (120);

b. Parliamentary documentation: concluding observations on State reports under the Convention on the Rights of Persons with Disabilities (11); list of issues (11); working methods and others (3); general comments (2); decisions of the Committee under the Optional Protocol to the Convention on the Rights of Persons with Disabilities (8);

c. Accessibility requirements: Braille reproduction of documentation (1); sign language and captioning during sessions, hearing loops;

(xiv) Committee on Enforced Disappearances:

a. Substantive servicing of meetings: plenary meetings of the Committee (80);

b. Parliamentary documentation: reports of States parties under article 29 of the Convention (24); concluding observations on State reports (24); requests for additional information on initial country reports in accordance with rule 48.4 of the Rules of Procedure (24); information provided by States parties to requests for additional information (24); list of issues prior to reporting according to article 29.4 of the Convention (8); additional information provided by States parties under article 29.4 of the Convention (8); individual communications under article 31 of the Convention (20); reports on follow-up to communications under article 31 of the Convention (20); urgent actions in accordance with article 30 of the Convention (40); replies to urgent actions in accordance with article 30 of the Convention (40); revision to the Rules of Procedure, working methods and others (5); general comments (2);

(xv) United Nations Voluntary Fund for Victims of Torture, Board of Trustees:

a. Substantive servicing of meetings (32);

b. Management of projects and project files per year (330);

(xvi) Meeting of States Parties to the International Covenant on Civil and Political Rights:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the States parties (2);

(xvii) Meeting of States Parties to the International Covenant on Economic, Social and Cultural Rights:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: report of the Secretary-General for consideration by the States parties (1);

(xviii) Meeting of States Parties to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: report of the Secretary-General for consideration by the States parties (1);

(xix) Meeting of States Parties to the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: report of the Secretary-General for consideration by the States parties (1);

(xx) Meeting of States Parties to the International Convention on the Elimination of All Forms of Racial Discrimination:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the States parties (2);

(xxi) Meeting of States Parties to the Convention on the Rights of the Child:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the States parties (2);

(xxii) Meeting of States Parties to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the States parties (2);

(xxiii) Meeting of States Parties to the Convention on the Elimination of All Forms of Discrimination against Women:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: declarations, reservations, objections and notifications of withdrawal of reservations related to the Convention (1); preparatory reports for the meeting of States Parties to the Convention, as requested (1); report of the Meeting of States Parties to the Convention (1);

(xxiv) Conference of States Parties to the Convention on the Rights of Persons with Disabilities:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the States parties (1);

(xxv) Meeting of States Parties to the International Convention on the Protection of Persons from Enforced Disappearances:

a. Substantive servicing of meetings (2);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the States parties (1);

(xxvi) Meeting of persons chairing the human rights treaty bodies and inter-committee meeting:

a. Substantive servicing of meetings (20);

b. Parliamentary documentation: reports of the Secretary-General for consideration by the General Assembly (2); reports of the chairs of the human rights treaty bodies (2); reports of the working methods of the human rights treaty bodies relating to the State party reporting process (2); reports on the implementation of recommendations of the inter-committee meetings and the meeting of the chairs (2); recent reporting history (2);

(b) Other substantive activities (regular budget):

(i) Booklets, fact sheets, wallcharts, information kits: information brochures concerning the activities of the treaty bodies (5);

(ii) Promotion of legal instruments: briefings on procedural issues relating to the human rights treaty bodies to Member States (1) and United Nations entities as well as other stakeholders (1); Committee against Torture: follow-up activities to the recommendations under article 22 of the Convention (2); follow-up to the reporting procedure (2); Committee on the Elimination of Racial Discrimination: follow-up activities to the opinions under article 14 of the Convention (2); Committee on the Rights of the Child: follow-up activities to the reporting procedure (2); Committee on the Rights of Persons with Disabilities: follow-up activities to reporting procedure and views; case management of petitions (1); preparation of legal analysis and repertoire for the Committee on the Elimination of Discrimination against Women and follow-up activities to reporting procedure, views and translation of same (3); preparation of legal analysis for the Human Rights Committee, the Committee against Torture and the Committee on the Elimination of Racial Discrimination, and translation of same (1); processing of the backlog of individual complaints addressed to the Human Rights Committee (Russian and Spanish) (1);

(iii) Special events: briefing to new members of the Committees (1);

(iv) Seminars for outside users: formulation and implementation of projects (project management) (2);

(v) Contribution to joint outputs: contribution to interdivision activity (1);

(c) Technical cooperation (regular budget/extrabudgetary):

(i) Training courses, seminars and workshops on reporting, individual communications, country visits and/or follow-up to treaty body recommendations (5); participation in training and seminars (20);

(ii) Field projects: secondment to field missions to advise United Nations country teams and help in the design of human rights strategies (1);

(d) Conference services, administration and oversight (regular budget/extrabudgetary):

(i) Documentation and publication services: 30-40 country profiles (1); Documents Processing Unit (1);

(ii) Evaluations: monitoring and evaluation of the projects funded annually by the United Nations Voluntary Fund for Victims of Torture, the United Nations Trust Fund on Contemporary Forms of Slavery and the Special Fund established by the Optional Protocol of the Convention against Torture (100).

24.71 The distribution of resources for subprogramme 2 is reflected in table 24.20 below.

Table 24.20 **Resource requirements: subprogramme 2**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2012-2013*	*2014-2015 (before recosting)*	*2012-2013*	*2014-2015*
Regular budget				
Post	18 891.0	19 392.7	59	58
Non-post	599.6	424.9	–	–
Subtotal	**19 490.6**	**19 817.6**	**59**	**58**
Extrabudgetary	25 314.3	25 417.6	22	22
Total	**44 804.9**	**45 235.2**	**81**	**80**

24.72 The amount of $19,392,700, reflecting a net increase of $501,700, provides for 58 posts (1 D-1, 4 P-5, 14 P-4, 19 P-3, 5 P-2/1 and 15 General Service (Other level)). The net increase of $501,700 results from: (a) an increase of $180,400 owing to the proposed establishment of one new post at the P-3 level to provide support to the Committee on the Rights of Persons with Disabilities following the adoption by the General Assembly of resolution 67/160; (b) an increase of $837,900 owing to the delayed impact of five new posts (1 P-4, 2 P-3 and 2 General Service (Other level)) established in the context of the programme budget for the biennium 2012-2013, partly offset by; (c) a decrease of $516,600 owing to the abolishment of two General Service (Other level) posts, one in the Civil, Political, Economic, Social and Cultural Rights Section and one in the Petitions and Inquiries Section, in line with General Assembly resolution 67/248, as reflected in table 24.7, item 2, of the present report.

24.73 Non-post resources totalling $424,900, reflecting a decrease of $174,700, provide for other staff costs, consultants and travel of staff. The net decrease of $174,700 relates mainly to discontinuation of non-recurrent provisions and reductions in line with resolution 67/248 in table 24.7, item 2, of the present report, under general temporary assistance and to reduced requirements for consultants, partly offset by additional requirements for travel of staff owing to anticipated participation at meetings in New York on the strengthening of treaty bodies.

24.74 The subprogramme is also supported by 22 posts (1 P-4, 15 P-3, 1 P-2/1 and 5 General Service (Other level)) funded from extrabudgetary resources. Extrabudgetary resources available under the Trust Fund for Support of the Activities of the Centre for Human Rights, estimated at $8,495,600, have been crucial to ensuring the provision of support to: the work of the treaty bodies and United Nations Voluntary Trust Fund for Victims of Torture (i.e., servicing and organizing meetings of treaty bodies, the Voluntary Fund and other related meetings); and the drafting of concluding observations, decisions, general comments, preparation of missions and reports thereon. They contribute to enhanced coordination and synergy among the treaty bodies and the strengthening of their collaboration with stakeholders, including States parties, the specialized agencies and other United Nations bodies, and non-governmental organizations. In addition, the training workshops financed from those resources will continue to enhance the implementation of the treaties and of the recommendations of the treaty bodies, as contained in their concluding observations and views.

They will also provide for a number of stakeholder meetings on discussions of how the treaty body system can be strengthened, and for supporting days of general discussions/treaty anniversaries as well as the Intergovernmental Working Group on the Optional Protocol to the Convention on the Rights of the Child through providing for travel of experts and/or OHCHR staff, other capacity-building activities and the preparation of studies, for example on good practices on State reporting.

24.75 Extrabudgetary resources available under the United Nations Voluntary Fund for Victims of Torture, estimated at $15,518,800, will be used, in accordance with General Assembly resolution 36/151, to assist victims of torture and members of their families throughout the world. In particular, the programme is expected to finance approximately 250 project grants in over 70 countries and provide victims of torture and members of their families with medical, psychological, social, economic, legal and other forms of humanitarian assistance.

24.76 Extrabudgetary resources available under the Trust Fund for Contemporary Forms of Slavery, estimated at $1,403,200, will be used to provide grants through some 50 organizations located in over 40 countries that deliver direct and long-term assistance (legal, medical, psychological and social) to hundreds of victims of contemporary forms of slavery.

Subprogramme 3
Advisory services, technical cooperation and field activities

Resource requirements (before recosting): $38,677,300

24.77 The subprogramme is under the responsibility of the Field Operations and Technical Cooperation Division. The activities will be implemented in accordance with the strategy detailed under subprogramme 3 of programme 20 of the biennial programme plan for the period 2014-2015. In accordance with the request of the Advisory Committee on Administrative and Budgetary Questions (see A/62/7, para. VI.18), a subsection on the requirements of the Subregional Centre for Human Rights and Democracy in Central Africa has been included. Hence, the subprogramme is presented below.

(a) Advisory services, technical cooperation and field activities

(b) Subregional Centre for Human Rights and Democracy in Central Africa

24.78 The subprogramme will focus on strengthening the implementation of international human rights standards at the national level, continuing to develop and deliver advisory services and technical assistance programmes at the national, subregional and regional levels, at the request of governments, in order to build national infrastructures and enhance national capacities for human rights promotion and protection. OHCHR will enhance its partnerships with United Nations country teams and peacekeeping and peacebuilding missions in assisting the requesting countries in the development of national human rights protection systems guided, inter alia, by the recommendations of human rights treaty bodies and the human rights monitoring mechanisms of the Human Rights Council. This will be achieved through joint activities with the United Nations offices or missions, the deployment of human rights officers and the provision of expert advice from Headquarters, regional and country and stand-alone offices. The Office will also ensure efficient and effective functioning of the country-specific special procedures of the Human Rights Council, as well as to provide prompt response to early signs of potential human rights emergencies. In the 2014-2015 biennium, attention will be also concentrated on the Office's field presences, focusing on consolidating existing capacity and strengthening regional offices to ensure that specialist expertise in capacity-building and follow-up on universal periodic review, treaty

bodies, special procedures, and thematic issues is located in regional offices, allowing the Office to provide appropriate and timely expertise in response to requests from governments.

Table 24.21 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To advance the promotion and protection of the effective enjoyment by all of all human rights through enhanced capacity-building, including through assistance to requesting States, in accordance with the guiding principles of this programme

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Enhanced capacity of the United Nations to assist any country, at its request, in its efforts to translate its international human rights obligations into effective laws, regulations and policies	(a) Increased number of legislative and policy changes in accordance with relevant human rights standards and instruments as a result of OHCHR assistance to requesting countries *Performance measures* 2010-2011: 16 legislative and policy changes Estimate 2012-2013: 17 legislative and policy changes Target 2014-2015: 20 legislative and policy changes
(b) Enhanced institutional capacity at the national level through engagement with requesting States to meet the challenges to the full realization of all human rights	(b) Increased number of institutions established or strengthened in the field of human rights at the national level through assistance and training provided by OHCHR *Performance measures* 2010-2011: 60 institutions Estimate 2012-2013: 61 institutions Target 2014-2015: 62 institutions
(c) Increased outreach in the provision of mutually agreed assistance, including to remote areas in countries in all regions, through advisory services and technical cooperation, to promote and protect all human rights	(c) Increased mutually agreed assistance, including to remote areas in countries in all regions, through advisory services and technical cooperation *Performance measures* 2010-2011: 10 activities Estimate 2012-2013: 11 activities Target 2014-2015: 12 activities

(d) Enhanced support of OHCHR to human rights education and awareness-raising, including at the national level, at the request of States	(d) Increased number of institutionalized human rights training and education programmes for all relevant actors introduced at the regional, subregional and national levels, with the support of the United Nations human rights programme *Performance measures* 2010-2011: 22 institutionalized programmes Estimate 2012-2013: 23 institutionalized programmes Target 2014-2015: 24 institutionalized programmes
(e) Enhanced capacity of United Nations country teams, peacekeeping operations and peacebuilding activities to assist requesting countries in their efforts to develop national human rights protection systems	(e) Increased number of activities implemented by United Nations country teams and human rights components of United Nations peacekeeping operations and peacebuilding activities in support of national human rights protection systems, in cooperation with requesting countries *Performance measures* 2010-2011: 22 activities Estimate 2012-2013: 23 activities Target 2014-2015: 24 activities
(f) Enhanced role of OHCHR in contributing to the prevention of the continuation of human rights violations in accordance with the mandate of the High Commissioner for Human Rights	(f) Increased number of activities undertaken by OHCHR contributing to resolving identified situations of large-scale human rights violations at short notice *Performance measures* 2010-2011: 8 activities Estimate 2012-2013: 9 activities Target 2014-2015: 10 activities
(g) Timely and effective assistance to requesting States in the implementation of the recommendations they have agreed to in the universal periodic review process, including through the provision of assistance from the Voluntary Fund for Financial and Technical Assistance for the implementation of the universal periodic review	(g) Increased number of assistance programmes and activities provided to requesting States in the implementation of universal periodic review recommendations *Performance measures* 2010-2011: 20 programmes and activities Estimate 2012-2013: 25 programmes and activities Target 2014-2015: 30 programmes and activities

External factors

24.79 The subprogramme is expected to achieve its objectives and expected accomplishments on the assumption that the following significant external factors that may affect the achievement of the expected accomplishments are present: (a) continuing dependency on voluntary contributions combined with heavy reliance on extrabudgetary funding for field activities; (b) the level of cooperation extended by key stakeholders, such as Governments, United Nations country teams, civil society, national institutions as well as regional and international organizations; and (c) actions by United Nations legislative organs on mandates and activities in support of the subprogramme.

Outputs

24.80 During the biennium 2014-2015, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) General Assembly: Parliamentary documentation: reports of the Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories (2); report of the Secretary-General on national institutions for the promotion and protection of human rights (1); report of the Secretary-General on activities of the United Nations Human Rights Training and Documentation Centre for South-West Asia and the Arab Region and regional arrangements for the promotion and protection of human rights (1); and such reports as may be entrusted to the Secretary-General, the High Commissioner and to country-specific mandate holders (15);

(ii) Human Rights Council:

a. Council meetings for which the subprogramme has substantive responsibility (50);

b. Parliamentary documentation: report of the Secretary-General on national institutions for the promotion and protection of human rights (1); report on regional cooperation for the promotion and protection of human rights in the Asia-Pacific region (1); and such country-specific reports as may be entrusted to the Secretary-General, the High Commissioner and to mandate holders (18);

c. Implementation of the programme of advisory services and technical cooperation in the field of human rights (1);

d. Supporting the commissions of inquiry and fact-finding missions mandated by the Council;

(iii) Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories: substantive servicing of meetings (10);

(iv) Meetings of the Board of Trustees of: (a) the Voluntary Fund for Technical Cooperation in the Field of Human Rights (4); and (b) the Universal Periodic Review Trust Fund for Financial and Technical Assistance (4);

(b) Other substantive activities (regular budget and extrabudgetary):

(i) Press releases and media briefings of the United Nations High Commissioner and Deputy High Commissioner for Human Rights (120); press releases and media briefings on the activities of country-specific working groups, special rapporteurs and representatives, independent experts (45);

(ii) Support to the official country visits of the High Commissioner for Human Rights and the Deputy High Commissioner (20);

(iii) Technical material: development and maintenance on the OHCHR intranet site of a database on geographic information and on the management of the project cycle (1); preparation of human rights training materials for targeted professional groups (10); maintenance of information on field activities and technical cooperation in the form of country web pages on the OHCHR website (1);

(iv) Contribution to joint outputs: provision of expert advice and substantive backstopping to human rights components of peace missions (1);

(c) Technical cooperation (regular budget and extrabudgetary):

(i) Advisory services: provision of advisory services and substantive human rights support at the request of Governments and United Nations country teams, programmes and agencies (45); development, management, implementation, monitoring and evaluation of national and regional technical cooperation projects (50);

(ii) Training courses, seminars and workshops: regional and subregional consultations and/or workshops (11); two regional training sessions and one regional consultation organized by the United Nations Human Rights Training and Documentation Centre for South-West Asia and the Arab Region for participants from governments, national human rights institutions and civil society from the region;

(iii) Field projects: provision of support to 12 OHCHR country and stand-alone offices, regional offices, human rights advisers in United Nations country teams, including prior assessments, planning, inception, backstopping, monitoring and evaluation of operations (39).

24.81 The distribution of resources for subprogramme 3 is reflected in tables 24.22 and 24.23 below.

(a) Advisory services, technical cooperation and field activities

Resource requirements (before recosting): $36,310,000

Table 24.22 **Resource requirements: subprogramme 3 (a)**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2012-2013*	*2014-2015 (before recosting)*	*2012-2013*	*2014-2015*
Regular budget				
Post	29 303.9	28 571.4	83	81
Non-post	12 586.6	7 738.6	–	–
Subtotal	**41 890.5**	**36 310.0**	**83**	**81**
Extrabudgetary	143 128.0	133 117.6	506	506
Total	**185 018.5**	**169 427.6**	**589**	**587**

24.82 The amount of $28,571,400, reflecting a decrease of $732,500, provides for the continuation of 81 posts (1 D-2, 2 D-1, 13 P-5, 18 P-4, 25 P-3, 5 P-2 and 17 General Service (Other level)). The decrease of $723,500 is owing to the abolishment of two posts, one each at the P-4 and P-3 levels, in the Human Rights Office in Cambodia, in line with General Assembly resolution 67/248, as reflected in table 24.7, item 2, of the present report.

24.83 Non-post resources totalling $7,738,600, reflecting a decrease of $4,848,000, provide for other staff costs, consultants, travel of representatives and staff, contractual services, other operational requirements and grants and contributions. The net decrease of $4,848,000 is owing mainly to: (a) discontinuation of non-recurrent provisions for the Commission of Inquiry on the Syrian Arab Republic and other field operations, mandated by the Human Rights Council and in line with resolution 67/248 as reflected in table 24.7, item 2, of the present report, under general temporary assistance, consultants, travel of representatives and staff, and general operating expenses ($4,503,500); and (b) a net decrease of $344,500 relating to reduced requirements of regional offices.

24.84 The subprogramme is also supported by 506 posts (2 D-1, 29 P-5, 44 P-4, 99 P-3, 7 P-2/1, 3 General Service (Principal level), 215 General Service (Other level) and 107 National Professional Officers) funded from extrabudgetary resources.

24.85 Extrabudgetary resources available under the United Nations Voluntary Fund for Advisory Services and Technical Assistance in the Field of Human Rights, estimated at $39,096,600, will enable OHCHR to implement projects globally, in accordance with the mandate of the High Commissioner and that entrusted to the High Commissioner by the Human Rights Council and other policymaking bodies. Those projects and activities are carefully designed to assist States in their efforts to incorporate international human rights standards into national laws, policies and practices. The projects will contribute to the building of national, regional and global capacities for democracy and the rule of law. In collaboration with the Board of Trustees, efforts will continue towards ensuring one coherent United Nations human rights programme that will link the work of the treaty bodies, special procedures and technical cooperation.

24.86 Resources available under the Trust Fund for Support of the Activities of the Centre for Human Rights, estimated at $90,321,800, will provide for, inter alia, continued and efficient support for the country-specific special procedures of the Human Rights Council and the consolidation and maintenance of country web pages on OHCHR field activities. Further, they will enable continued support for project activities implemented from geographic desks at headquarters or by field presences, complementing the programme of work of OHCHR financed from regular budgetary resources.

24.87 The Trust Fund for Human Rights Education in Cambodia, for which resources for the biennium 2014-2015 are estimated at $2,556,000, will enable OHCHR to provide assistance in the areas of legal reform, administration of justice, reporting obligations, human rights education and training, monitoring of human rights situations and the strengthening of the capacities of non-governmental organizations, which will contribute to the building of national capacity to incorporate international human rights standards into national laws, policies and practices.

24.88 It is estimated that extrabudgetary resources of $1,143,200 will be available under the Voluntary Trust Fund for Financial and Technical Assistance for the Implementation of the Universal Periodic Review. The purpose of the Trust Fund is to provide, in conjunction with multilateral funding mechanisms, a source of financial and technical assistance that will enable countries to implement recommendations emanating from the universal periodic review in consultation with, and with the consent of, the country concerned. In addition to assistance being provided as part of the overall programme of OHCHR, the Trust Fund will be used mainly to respond to specific requests for technical assistance in accordance with the terms of reference of the Voluntary Fund and to implement recommendations emanating from the universal periodic review mechanism.

(b) Subregional Centre for Human Rights and Democracy in Central Africa

Resource requirements (before recosting): $2,367,300

Table 24.23 **Resource requirements: subprogramme 3 (b)**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2012-2013*	*2014-2015 (before recosting)*	*2012-2013*	*2014-2015*
Regular budget				
Post	1 766.5	1 766.5	9	9
Non-post	699.2	600.8	–	–
Subtotal	**2 465.7**	**2 367.3**	**9**	**9**
Extrabudgetary	850.0	850.0	–	–
Total	**3 315.7**	**3 217.3**	**9**	**9**

24.89 The amount of $1,766,500 provides for the continuation of nine posts (1 P-5, 1 P-4, 2 P-3, 4 Local level and 1 National Professional Officer).

24.90 Non-post resources totalling $600,800, reflecting a net decrease of $98,400, provide for, inter alia, other staff costs, travel of staff, grants and contributions, and other operational requirements. The decrease of $98,400 results from reduced requirements, based on previous expenditure experience.

24.91 Extrabudgetary resources available under the Trust Fund for Support of the Activities of the Centre for Human Rights, estimated at $785,000, will contribute towards the Subregional Centre's delivery of the planned programme outputs.

Subprogramme 4
Support for the Human Rights Council, its subsidiary bodies and mechanisms

Resource requirements (before recosting): $37,416,300

24.92 The subprogramme is under the responsibility of the Human Rights Council and Special Procedures Division. The activities will be implemented in accordance with the strategy detailed under subprogramme 4 of programme 20 of the biennial programme plan for the period 2014-2015.

24.93 During the course of the biennium, activities under this subprogramme will focus on the following priorities: (a) providing secretariat services and substantive support to the principal Charter-based organs in the field of human rights, including the Human Rights Council and its expert advice body, the Human Rights Council Advisory Committee, other subsidiary mechanisms, including the universal periodic review and the two working groups established under the Council's complaint procedure, namely, the Working Group on Communications and the Working Group on Situations; and the consultative group mandated to consider applications for the special procedures mandate holders; and (b) providing substantive and administrative support to thematic fact-finding procedures with a view to protecting potential victims and reducing the occurrence of human rights violations, which entails facilitating the implementation of thematic special procedures' recommendations; improving coordination, where appropriate, among mandate holders and between them and other mechanisms of the human rights machinery; and facilitating the contribution of special procedures to the identification of impending human rights challenges and of technical assistance and

capacity-building needs of States. Secretariat services and substantive support are also provided to the subsidiary mechanisms of the Human Rights Council under subprogramme 1.

Table 24.24 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To advance the promotion and protection of the effective enjoyment by all of all human rights by providing strengthened support and advice, while ensuring that the guiding principles of this programme are adhered to, to the Human Rights Council and its subsidiary bodies and mechanisms, including the Advisory Committee, the special procedures, the universal periodic review and the complaint procedure

Expected accomplishments of the Secretariat	Indicators of achievement
(a) Prompt and effective provision of strengthened support and advice to the Human Rights Council and its subsidiary bodies and mechanisms	(a) (i) Increased percentage of documents submitted on time for consideration by the Human Rights Council in compliance with the relevant rules and regulations on the issuance of documentation *Performance measures* 2010-2011: 47 per cent Estimate 2012-2013: 49 per cent Target 2014-2015: 60 per cent (ii) Increased percentage of Member States providing feedback as a result of the support provided by the Secretariat *Performance measures* 2010-2011: 80 per cent Estimate 2012-2013: 82 per cent Target 2014-2015: 85 per cent
(b) Full support to the universal periodic review mechanism, including timely and effective assistance, as appropriate, to States within the universal periodic review framework	(b) Number of activities for the effective preparation to the universal periodic review *Performance measures* 2010-2011: 15 activities Estimate 2012-2013: 20 activities Target 2014-2015: 21 activities

(c) Enhanced support to improve the impact of the work of special procedures through the analysis of gaps in the implementation of international human rights instruments, the promotion of observance of international human rights standards and the provision of timely advice for addressing gross and systematic violations of human rights	(c) (i) Increased number of plans and activities supported by OHCHR in follow-up to reports and recommendations made by the thematic mandate holders *Performance measures* 2010-2011: 8 activities Estimate 2012-2013: 10 activities Target 2014-2015: 12 activities (ii) Increased number of responses and feedback from States *Performance measures* 2010-2011: 630 responses Estimate 2012-2013: 640 responses Target 2014-2015: 650 responses
(d) Enhanced support to the complaint procedure established to address consistent patterns of gross and reliably attested violations of all human rights and all fundamental freedoms occurring in any part of the world and under any circumstances	(d) (i) Increased percentage of documents submitted on time for consideration *Performance measures* 2010-2011: 80 per cent Estimate 2012-2013: 85 per cent Target 2014-2015: 88 per cent (ii) Increased percentage of communications considered by the implementing bodies as a result of timely and effective support by the Secretariat *Performance measures* 2010-2011: 90 per cent Estimate 2012-2013: 90 per cent Target 2014-2015: 92 per cent
(e) Enhanced cooperation at all levels with stakeholders who can benefit from and/or contribute to the work of the Human Rights Council and its subsidiary bodies and mechanisms	(e) Increased number of joint activities, including with Governments, civil society organizations, United Nations agencies and programmes and the United Nations human rights machinery, including treaty bodies and policymaking bodies cooperating in the implementation of special procedures' findings and universal periodic review outcomes, in accordance with their respective mandates

Performance measures

2010-2011: 70 activities

Estimate 2012-2013: 75 activities

Target 2014-2015: 80 activities

External factors

24.94 The subprogramme is expected to achieve its objectives and expected accomplishments on the assumption that the following significant external factors, which may affect the activities of the subprogramme are present: (a) the responsiveness of Governments and other partners to special procedures' recommendations, findings, outcomes, communications and requests; (b) the availability of human and financial resources; and (c) the cooperation of other United Nations bodies and organs.

Outputs

24.95 During the biennium 2014-2015, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) General Assembly: Parliamentary documentation: reports of the Human Rights Council (2); the Special Rapporteur on adequate housing (2); the Special Rapporteur on the human rights of migrants (2); the Special Rapporteur on extrajudicial, summary or arbitrary executions (2); the Special Rapporteur on freedom of religion or belief (2); the Special Rapporteur on the question of torture and other cruel, inhuman or degrading treatment or punishment (2); the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance (2); the Special Rapporteur on the right to education (2); the Special Rapporteur on the right of everyone to the enjoyment of the highest attainable standard of physical and mental health (2); the Special Rapporteur on the sale of children, child prostitution and child pornography (2); the Special Rapporteur on the situation of human rights defenders (2); the Special Rapporteur on the human rights of internally displaced persons (2); the Special Rapporteur on the situation of human rights and fundamental freedoms of indigenous peoples (2); the Special Rapporteur on the independence of judges and lawyers (2); the Special Rapporteur on the promotion and protection of human rights and fundamental freedoms while countering terrorism (2); the Special Rapporteur on the promotion and protection of the right to freedom of opinion and expression (2); the Special Rapporteur on the right to food (2); the Special Rapporteur on trafficking in persons, especially in women and children (2); the Special Rapporteur on the human right to safe drinking water and sanitation (2); the Special Rapporteur on human rights and extreme poverty (2); the Special Rapporteur on the rights to freedom of peaceful assembly and of association (2); the Special Rapporteur in the field of cultural rights (2); the Special Rapporteur on promotion of truth, justice, reparation and guarantees of non-recurrence (2); the Special Rapporteur on violence against women, its causes and consequences (2); the independent expert on the effects of foreign debt and other related international financial obligations of States on the full enjoyment of human rights, particularly economic, social and cultural rights (2); the independent expert on minority issues (2); the independent expert on the promotion of a democratic and equitable international order (2); the Working Group on the use of mercenaries as a means of violating human rights and impeding the exercise of the right of peoples to self-determination (2); reports on human rights and

thematic procedures (2); such reports on thematic mandates as may be entrusted to the Secretary-General, the High Commissioner and mandate holders (4);

(ii) Human Rights Council:

a. Substantive servicing of meetings: Ad Hoc Committee on the Elaboration of Complementary Standards to the International Convention on the Elimination of Racial Discrimination (40); closed meetings of the Human Rights Council under the complaint procedure (8); consultative group for the appointment of holders of special procedures mandates (48); expert mechanism on the rights of indigenous peoples (20); Forum on Minority Issues (8); high-level task force on the right to development (48); Human Rights Council, plenary meetings (200); Human Rights Council, special sessions (40); Intergovernmental Working Group on the Effective Implementation of the Durban Declaration and Programme of Action (40); meetings of the Working Group on Communications (40); meetings of the Working Group on Situations (40); meetings of thematic drafting groups (60); open-ended Working Group on the Right to Development (20); pre-session, in-session and post-session meetings of the Bureau of the Human Rights Council (40); review of States undertaken by the Working Group of the universal periodic review mechanism (108); Social Forum (12); technical servicing of events and consultations held in parallel with the sessions of the Human Rights Council (approximately 400); Working Group of Experts on People of African Descent (40); annual meetings of special rapporteurs, independent experts and chairpersons of working groups of the special procedures of the Human Rights Council (20); Working Group on Enforced or Involuntary Disappearances (72); Working Group on Arbitrary Detention (72); Working Group on Mercenaries (60); Working Group on discrimination against women in law and in practice (60); Forum on Minority Issues (8);

b. Parliamentary documentation: three documents for each of the 84 countries reviewed under the universal periodic review mechanism (252); annotated agenda of the Working Group on Communications (4); annotated agenda of the Working Group on Situations (4); annotations to the provisional agenda of the Human Rights Council (6); monthly lists of communications (24); reports of the Working Group on Communications (4); reports of the Working Group on Situations (4); report of the closed meetings of the Human Rights Council convened in connection with the complaint procedure (4); stand-alone reports of the Human Rights Council at each session (6); written replies from Governments (70); written statements of non-governmental organizations (approximately 500); Communications from Member States (80); annual report of the Human Rights Advisory Committee to the Human Rights Council (2); reports of the independent experts on the effects of foreign debt and other related international financial obligations of States on the full enjoyment of human rights, particularly economic, social and cultural rights (6); the promotion of a democratic and equitable international order (6); the issue of human rights obligations relating to the enjoyment of a safe, clean, healthy and sustainable environment (6); minority issues (6); reports of the special rapporteurs on adequate housing as a component of the right to an adequate standard of living, and on the right to non-discrimination in this context (6); the implications for human rights of the environmentally sound management and disposal of hazardous substances and wastes (6); in the field of cultural rights (6); the question of human rights and extreme poverty (6); the issue of human rights obligations related to access to safe drinking water and sanitation (6); the right to education (6); the

rights to freedom of peaceful association and of assembly (6); the right to food (6); the right of everyone to the enjoyment of the highest attainable standard of physical and mental health (6); the situation of human rights defenders (8); the situation of human rights and fundamental freedoms of indigenous peoples (8); the human rights of internally displaced persons (6); extrajudicial, summary or arbitrary executions (8); freedom of religion or belief (8); the human rights of migrants (6); torture and other cruel, inhuman or degrading treatment or punishment (8); contemporary forms of racism, racial discrimination, xenophobia and related intolerance (8); contemporary forms of slavery, including its causes and consequences (6); the independence of judges and lawyers (6); the promotion and protection of the rights to freedom of opinion and expression (6); trafficking in persons, especially in women and children (6); the sale of children, child prostitution and child pornography (6); the promotion and protection of human rights while countering terrorism (6); violence against women, its causes and consequences (8); promotion of truth, justice, reparation and guarantees of non-recurrence (6); reports of the Secretary-General on human rights and thematic procedures (2); reports of the Working Group on Enforced or Involuntary Disappearances (6); reports of the Working Group on Arbitrary Detention (8); reports of the Working Group on the use of mercenaries as a means of impeding the exercise of the right of peoples to self-determination (8); reports of the Working Group on discrimination against women in law and in practice (6); reports on the annual meeting of special rapporteurs, special representatives, independent experts and chairpersons of working groups (2); joint communications reports of mandate holders (6); report of the Secretary-General on cooperation with the United Nations, its representatives and mechanisms in the field of human rights (2); and such reports on thematic mandates as may be entrusted to the Secretary-General, the High Commissioner and mandate holders (4);

c. Assistance to representatives, rapporteurs: assistance to special rapporteurs and independent experts of the Human Rights Council and to the Working Group on Enforced or Involuntary Disappearances, the Working Group on Arbitrary Detention and the Working Group on Mercenaries, the Working Group on discrimination against women in law and in practice and the Forum on Minority Issues (41);

(iii) The Human Rights Council Advisory Committee:

a. Substantive servicing of meetings: plenary meetings of the Advisory Committee (40);

b. Parliamentary documentation: annotations to the provisional agenda of the Advisory Committee (4); reports of experts to the Advisory Committee (10); reports of the Advisory Committee (4);

(b) Other substantive activities (regular budget and extrabudgetary):

(i) Technical material: maintenance of OHCHR Internet, extranet and intranet web pages on the work of the special procedures and on the Human Rights Council, the thematic database for special procedures communications and a database on enforced disappearances (6) and of additional information and communications tools developed for the Division (8); statistical reports of the Human Rights Council (6);

(ii) Promotion of legal instruments: preparation of communications sent by special rapporteurs and representatives, experts and working groups mandated by policymaking bodies on behalf of alleged victims of human rights violations (2);

(iii) Fact-finding missions: provision of assistance to the independent experts under the Council's complaint procedure (1);

(iv) Seminars for outside users: briefings of Members States and United Nations entities on procedural issues relating to the Human Rights Council and its subsidiary bodies and working groups (6); pre-session and post-session briefings by the Secretary of the Council to non-governmental organizations (12);

(c) Technical cooperation (regular budget/extrabudgetary): workshops to assist countries and stakeholders to prepare for their universal periodic review (4); briefings and trainings of representatives of least developed countries and small island developing States to enhance their capacity to participate in the work of the Human Rights Council and its subsidiary bodies (4).

24.96 The distribution of resources for subprogramme 4 is reflected in table 24.25 below.

Table 24.25 **Resource requirements: subprogramme 4**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2012-2013*	*2014-2015 (before recosting)*	*2012-2013*	*2014-2015*
Regular budget				
Post	27 018.4	27 020.4	77	75
Non-post	11 107 9	10 395 9	–	–
Subtotal	**38 126.3**	**37 416.3**	**77**	**75**
Extrabudgetary	15 528.6	15 392.6	37	37
Total	**53 654.9**	**52 808.9**	**114**	**112**

24.97 The amount of $27,020,400, reflecting a net increase of $2,000, provides for 71 posts (1 D-2, 3 D-1, 5 P-5, 25 P-4, 22 P-3, 6 P-2/1 and 9 General Service (Other level)). The net increase of $2,000 is the result of the delayed impact of the establishment, in the programme budget for the biennium 2012-2013, of two new posts (1 P-4 and 1 General Service (Other level)) in the Human Rights Council Branch and of two new posts at the P-3 level in the Special Procedures Branch ($659,700), partly offset by the abolishment of one P-4 level and one General Service (Other level) posts in the Human Rights Council Branch, in line with General Assembly resolution 67/248 ($657,700), as reflected in table 24.7, item 3, of the present report.

24.98 Non-post resources totalling $10,395,900, reflecting a decrease of $712,000, provide for other staff costs, consultants, travel of representatives and staff, and other operational costs. The net decrease of $712,000 is the result of reduced requirements in line with resolution 67/248, as reflected in table 24.7, item 3, of the present report, for other staff costs, travel of staff, operating expenses and grants and contributions, offset by an increase under travel of representatives relating to special procedures of the Human Rights Council (increased frequency of coordination meetings and travel).

24.99 The subprogramme is also supported by 37 posts (5 P-4, 13 P-3, 9 P-2/1 and 10 General Service (Other level)) funded from extrabudgetary resources. Extrabudgetary resources available under the Trust Fund for Support of the Activities of the Centre for Human Rights, estimated at $14,742,400, will continue to be used to complement regular budgetary resources in order to achieve the main objectives of the subprogramme, such as provision of assistance to the independent expert under the Council's complaint procedure, briefings of Member States and United Nations entities on procedural issues, pre-session and post-session briefings to non-governmental organizations,

maintenance of special procedures databases and websites and preparation of special procedures communications.

24.100 It is estimated that extrabudgetary resources of $650,200 will be available under the Voluntary Trust Fund for Participation in the Universal Periodic Review. The Trust Fund provides funding for the participation of developing countries, particularly the least developed countries, in the Human Rights Council's universal periodic review process and will be administered jointly with the Voluntary Fund for Financial and Technical Assistance for the implementation of the Universal Periodic Review. The effectiveness of the two funds will be mutually reinforcing as developing countries, particularly the least developed countries, become more fully engaged in the universal periodic review process and build the capacity to implement the results of the universal periodic review.

D. Programme support

Resource requirements (before recosting): $11,142,400

24.101 The Programme Support and Management Services provide financial and human resources planning and management, coordination of staff development activities, general administration and information management and technology services. A number of additional functions are performed with respect to extrabudgetary activities. The Programme Support and Management Services consists of five organizational entities, namely, the Finance and Budget Section, the Human Resources Management Section, the General Administrative Services Section, the Information Management and Technology Section and the Staff Development Unit. It includes the following functions:

(a) Recruitment and staff administration: recruitment, selection, administration and staffing table management of the Office;

(b) Budgeting and financial management: recording of income and expenditures; preparation of biennial programme budget submissions and annual extrabudgetary cost plans; preparation and approval of extrabudgetary allotment requests, financial control and certification of OHCHR accounts; reporting on budget performance; preparation of financial inputs for the Programme and Budget Review Board, the mid-year review, the annual report and ad hoc reports to donors; monitoring of implementation rates for extrabudgetary projects; provision of support and advice to project managers on issues related to funding, budget and finance; provision of input to the development of related tools, including web-based information systems; review and approval of donor funding agreements in line with the United Nations Financial Regulations and Rules; preparation of requests for financing fact-finding missions and ad hoc commissions mandated by the Human Rights Council and programme budget implication statements in respect of draft resolutions of the Human Rights Council and other treaty bodies;

(c) General administrative services: provision of meeting services; transportation and travel services for staff members, members of intergovernmental and expert bodies as well as for special rapporteurs, special representatives and independent experts; registry; management of premises and office facilities, including communications; procurement of office equipment and supplies; contracting of services; and control over expendable and non-expendable property at headquarters and in the field;

(d) Information management and technology: technical development and operational maintenance of the OHCHR websites, databases and systems. provision of support and services to information and system users, management of human rights-related United

Nations official documents, design, development and maintenance of web and information technology systems, including specialized databases;

(e) Staff development: identification of strategic training needs and learning priorities for OHCHR staff, including field and national staff, development of relevant policies and a comprehensive plan, and oversight for the implementation of annual learning plans and monitoring of results, in line with the Office's strategic management plan and emphasis on upgrading of substantive skills. Organization of orientation workshops for new staff members to broaden their understanding of the work of the Office, make their transition to their new work environments smooth and efficient, as well offer guidance and support for personal professional development and career planning.

24.102 The distribution of resources for programme support is reflected in table 24.26 below.

Table 24.26 **Resource requirements: programme support**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2012-2013*	*2014-2015 (before recosting)*	*2012-2013*	*2014-2015*
Regular budget				
Post	10 343.7	8 321.3	32	25
Non-post	2 934.0	2 821.1	–	–
Subtotal	**13 277.7**	**11 142.4**	**32**	**25**
Extrabudgetary	40 236.3	37 669.9	54	52
Total	**53 514.0**	**48 812.3**	**86**	**77**

24.103 The amount of $8,321,300, reflecting a decrease of $2,022,400, provides for the continuation of 25 posts (1 D-1, 4 P-5, 3 P-4, 4 P-3, 2 P-2/1 and 11 General Service (Other level)). The decrease of $2,022,400 is the result of: (a) the abolishment of two posts at the P-3 level (Human Resources Officer and Staff Development Officer) in line with General Assembly resolution 67/248, as reflected in table 24.7, item 4, of the present report ($666,200); and (b) a decrease of $1,356,200 owing to the outward redeployment of five posts (1 General Service (Principal level) and 4 General Service (Other level)) to the Communications Section of executive direction and management in order to improve the efficiency of web-based services.

24.104 Non-post resources totalling $2,821,100, reflecting a net decrease of $112,900, provide for other staff costs, travel of staff, contractual services, and other general operating requirements. The net decrease of $112,900 relates to: (a) decreased requirements of $368,900 in line with the changes reflected in the report of the Secretary-General on the budget outline for the biennium 2014-2015 (A/67/529 and Corr.1), partly offset by; (b) additional requirements of $256,000 under general temporary assistance owing to the additional one-time provision pending the retirement of the incumbents of two posts at the P-3 level that have been abolished in line with General Assembly resolution 67/248.

24.105 Extrabudgetary resources under the Trust Fund for Support of the Activities of the Centre for Human Rights, estimated at $11,962,400, are expected to finance 14 support staff posts (6 P-4, 6 P-3 and 2 General Service (Other level)) to strengthen the capacity of the Programme Support and Management Services and provide for the entire range of services provided by the programme support component.

24.106 Extrabudgetary resources estimated at $25,707,500 are also expected to be earned from the support services provided. Such extrabudgetary resources will continue to finance the common services provided to OHCHR by the United Nations Office at Geneva on a reimbursable basis and which pertain to activities financed from extrabudgetary contributions.

E. Committee on Missing Persons in Cyprus

Resource requirements (before recosting): $1,279,600

24.107 The Committee on Missing Persons in Cyprus was established in April 1981 by agreement between the Greek Cypriot and Turkish Cypriot communities in Cyprus. The Committee is composed of one member appointed by each of the two communities and a third member (United Nations member), selected by the International Committee of the Red Cross and appointed by the Secretary-General.

24.108 The overall objective of the Committee is to ascertain the fate of persons reported missing following inter-communal fighting (1963-1964) as well as the events of July 1974. In addition, following the 31 July 1997 agreement between the leaders of both communities, the Committee has been entrusted with facilitating exchanges of information on known burial sites and arranging the exhumation, identification and return of remains of Greek Cypriot and Turkish Cypriot missing persons.

24.109 The United Nations is responsible only for the expenses of the third member, his or her two assistants and the miscellaneous operating expenses of their office. The provisions in the proposed programme budget for the biennium 2014-2015 reflect continuity in the current levels of activity of the Committee, related to the launching in August 2006 of its project on the exhumation, identification and return of the remains of missing persons in Cyprus. The project is expected to continue at the current level of activity for approximately five to seven years. While the programme itself is being financed under a separate budget (fund-raised by the Committee and managed by the United Nations Development Programme), the level of activity associated with it impacts directly upon the financial requirements of the office of the third member of the Committee. The budget estimates also cover the traditional activities of the office of the third member in relation to mediation work, the completion of investigations (as envisaged in the 1981 terms of reference and procedural rules), and the operations of the Committee secretariat.

24.110 The office of the third member, as the Committee secretariat, is to follow up on the implementation of all the decisions taken by the Committee. It is also in charge of the overall operational coordination of the project on the exhumation, identification and return of the remains of missing persons, which is managed by the United Nations Development Programme. It is accountable to the Department of Political Affairs at United Nations Headquarters. The third member nonetheless works in close consultation with the Special Representative of the Secretary-General in Cyprus. The office of the third member ensures the smooth running of the delicately balanced bicommunal component of the project, including a team of 20 locally recruited Greek Cypriot and Turkish Cypriot scientists, and its supervision by an international forensic group which acts as quality controller. The office of the third member is responsible for the fundraising of extrabudgetary resources.

Table 24.27 **Objectives for the biennium, expected accomplishments, indicators of achievement and performance measures**

Objective of the Organization: To make progress toward the conclusion of the outstanding cases of missing persons in Cyprus — 1,493 Greek Cypriots and 502 Turkish Cypriots on the original list of the Committee on Missing Persons, and over 700 additional Greek Cypriot cases formally added in 2008 and some 20 Turkish Cypriot cases formally added in 2007 (in the majority of the cases added, the missing persons are known to be dead; their remains might be recovered in the exhumation process and the cases had therefore to be incorporated into the programme)

Expected accomplishments of the Secretariat	Indicators of achievement
(a) To continue running the project on exhumation, identification and return of remains of missing persons	(a) Increase in exhumations, anthropological analysis, genetic matching and return of remains *Performance measures* 2010-2011: 32 per cent Estimate 2012-2013: 44 per cent Target 2014-2015: 54 per cent
(b) To ensure that the investigative work of the Committee on Missing Persons in Cyprus regarding missing persons whose remains cannot be found are kept on the agenda	(b) Resumption of investigations for the remainder of the cases of missing persons whose remains will not have been located *Performance measures* 2010-2011: 222 cases Estimate 2012-2013: 250 cases Target 2014-2015: 250 cases
(c) To raise funding up to $3.5 million a year from donor countries, international organizations, etc. for the project on the exhumation, identification and return of remains	(c) Four progress reports are sent to the diplomatic community in Cyprus and a total of $6 million ($3.0 million a year) is raised during the biennium *Performance measures* 2010-2011: approximately $5 million Estimate 2012-2013: approximately $6 million Target 2014-2015: approximately $6 million

External factors

24.111 The subprogramme is expected to achieve its objectives and expected accomplishments on the assumption that: (a) the overall political climate between the two communities will remain positive; and (b) donors will display willingness and readiness to continue financing the project.

Outputs

24.112 During the biennium 2014-2015, the following outputs will be delivered:

(a) Servicing of intergovernmental and expert bodies (regular budget):

(i) Substantive servicing of meetings: servicing of meetings of the Committee on Missing Persons in Cyprus (80);

(ii) Parliamentary documentation: contribution to reports to the Security Council;

(b) Other substantive activities (regular budget/extrabudgetary):

(i) Good offices, fact-finding and other special missions on behalf of the Secretary-General: 250 exhumations carried out throughout the island; 180 presumptive identifications of human remains performed by the scientific bicommunal team at the Committee's anthropological laboratory in the United Nations Protected Area in Nicosia; 180 genetic identifications of human remains performed by the scientific bicommunal team at the DNA laboratory of the Cyprus Institute of Neurology and Genetics in Nicosia; 165 sets of mortal remains returned to families; 100 investigations are carried out by the Committee on Missing Persons in Cyprus to solve cases of missing persons whose remains have not been found;

(ii) Fundraising by the Committee on Missing Persons in Cyprus of approximately $3 million per annum for the project on the exhumation, identification and return of the remains of missing persons.

24.113 The distribution of resources for the Committee on Missing Persons in Cyprus is reflected in table 24.28 below.

Table 24.28 **Resource requirements: Committee on Missing Persons in Cyprus**

	Resources (thousands of United States dollars)		*Posts*	
Category	*2012-2013*	*2014-2015 (before recosting)*	*2012-2013*	*2014-2015*
Regular budget				
Non-post	1 279.6	1 279.6	–	–
Total	**1 279.6**	**1 279.6**	–	–

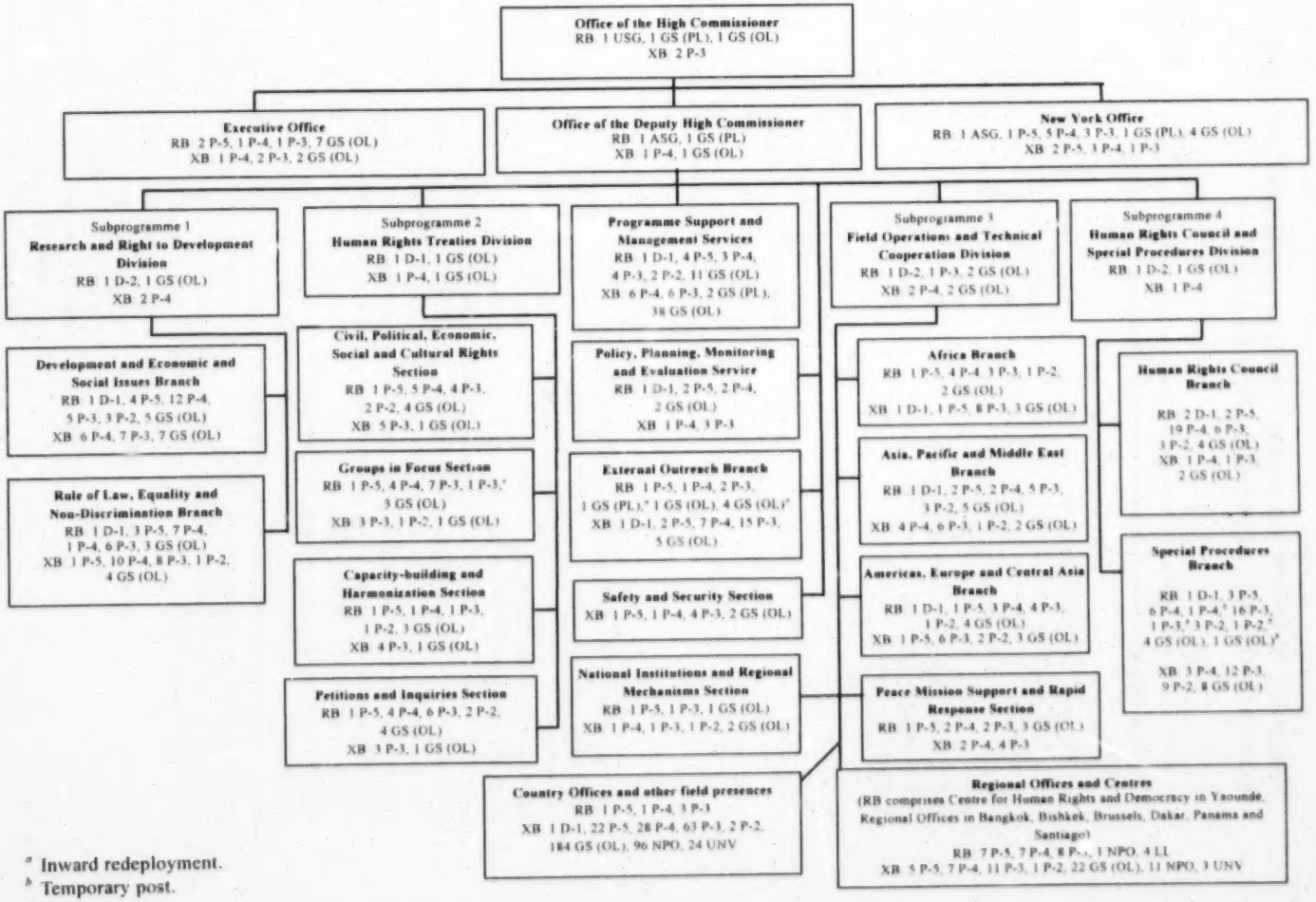
24.114 Of the amount of $1,279,600, $1,174,500 is required for: (a) general temporary assistance for the fees of the United Nations member of the Committee on Missing Persons in Cyprus (the third member) at the D-1 level, the first assistant to the third member at the P-4 level, who acts as the formal Secretary of the Committee, and one General Service staff serving as an Administrative Assistant in charge of organization of the Committee office, coordination of and follow-up to Committee meetings and liaison with other organizations and entities.

24.115 Non-post resources of the amount of $105,100 would be required for contractual services and other operating expenses.

Annex I

Office of the United Nations High Commissioner for Human Rights

Organizational structure and post distribution for 2014-2015


Office of the High Commissioner
RB 1 USG, 1 GS (PL), 1 GS (OL)
XB 2 P-3
Executive Office
RB 2 P-5, 1 P-4, 1 P-3, 7 GS (OL)
XB 1 P-4, 2 P-3, 2 GS (OL)
Office of the Deputy High Commissioner
RB 1 ASG, 1 GS (PL)
XB 1 P-4, 1 GS (OL)
New York Office
RB 1 ASG, 1 P-5, 5 P-4, 3 P-3, 1 GS (PL), 4 GS (OL)
XB 2 P-5, 3 P-4, 1 P-3
Subprogramme 1
Research and Right to Development Division
RB 1 D-2, 1 GS (OL)
XB 2 P-4
Subprogramme 2
Human Rights Treaties Division
RB 1 D-1, 1 GS (OL)
XB 1 P-4, 1 GS (OL)
Programme Support and Management Services
RB 1 D-1, 4 P-5, 3 P-4, 4 P-3, 2 P-2, 11 GS (OL)
XB 6 P-4, 6 P-3, 2 GS (PL), 38 GS (OL)
Subprogramme 3
Field Operations and Technical Cooperation Division
RB 1 D-2, 1 P-3, 2 GS (OL)
XB 2 P-4, 2 GS (OL)
Subprogramme 4
Human Rights Council and Special Procedures Division
RB 1 D-2, 1 GS (OL)
XB 1 P-4
Development and Economic and Social Issues Branch
RB 1 D-1, 4 P-5, 12 P-4, 5 P-3, 3 P-2, 5 GS (OL)
XB 6 P-4, 7 P-3, 7 GS (OL)
Rule of Law, Equality and Non-Discrimination Branch
RB 1 D-1, 3 P-5, 7 P-4, 1 P-4, 6 P-3, 3 GS (OL)
XB 1 P-5, 10 P-4, 8 P-3, 1 P-2, 4 GS (OL)
Civil, Political, Economic, Social and Cultural Rights Section
RB 1 P-5, 5 P-4, 4 P-3, 2 P-2, 4 GS (OL)
XB 5 P-3, 1 GS (OL)
Groups in Focus Section
RB 1 P-5, 4 P-4, 7 P-3, 1 P-3,[c] 3 GS (OL)
XB 3 P-3, 1 P-2, 1 GS (OL)
Capacity-building and Harmonization Section
RB 1 P-5, 1 P-4, 1 P-3, 1 P-2, 3 GS (OL)
XB 4 P-3, 1 GS (OL)
Petitions and Inquiries Section
RB 1 P-5, 4 P-4, 6 P-3, 2 P-2, 4 GS (OL)
XB 3 P-3, 1 GS (OL)
Policy, Planning, Monitoring and Evaluation Service
RB 1 D-1, 2 P-5, 2 P-4, 2 GS (OL)
XB 1 P-4, 3 P-3
External Outreach Branch
RB 1 P-5, 1 P-4, 2 P-3, 1 GS (PL),[a] 1 GS (OL), 4 GS (OL)[a]
XB 1 D-1, 2 P-5, 7 P-4, 15 P-3, 5 GS (OL)
Safety and Security Section
XB 1 P-5, 1 P-4, 4 P-3, 2 GS (OL)
National Institutions and Regional Mechanisms Section
RB 1 P-5, 1 P-3, 1 GS (OL)
XB 1 P-4, 1 P-3, 1 P-2, 2 GS (OL)
Country Offices and other field presences
RB 1 P-5, 1 P-4, 3 P-3
XB 1 D-1, 22 P-5, 28 P-4, 63 P-3, 2 P-2, 184 GS (OL), 96 NPO, 24 UNV
Africa Branch
RB 1 P-5, 4 P-4, 3 P-3, 1 P-2, 2 GS (OL)
XB 1 D-1, 1 P-5, 8 P-3, 3 GS (OL)
Asia, Pacific and Middle East Branch
RB 1 D-1, 2 P-5, 2 P-4, 5 P-3, 3 P-2, 5 GS (OL)
XB 4 P-4, 6 P-3, 1 P-2, 2 GS (OL)
Americas, Europe and Central Asia Branch
RB 1 D-1, 1 P-5, 3 P-4, 4 P-3, 1 P-2, 4 GS (OL)
XB 1 P-5, 6 P-3, 2 P-2, 3 GS (OL)
Peace Mission Support and Rapid Response Section
RB 1 P-5, 2 P-4, 2 P-3, 3 GS (OL)
XB 2 P-4, 4 P-3
Regional Offices and Centres
(RB comprises Centre for Human Rights and Democracy in Yaounde, Regional Offices in Bangkok, Bishkek, Brussels, Dakar, Panama and Santiago)
RB 7 P-5, 7 P-4, 8 P-3, 1 NPO, 4 LL
XB 5 P-5, 7 P-4, 11 P-3, 1 P-2, 22 GS (OL), 11 NPO, 3 UNV
Human Rights Council Branch
RB 2 D-1, 2 P-5, 19 P-4, 6 P-3, 3 P-2, 4 GS (OL)
XB 1 P-4, 1 P-3, 2 GS (OL)
Special Procedures Branch
RB 1 D-1, 3 P-5, 6 P-4, 1 P-4,[b] 16 P-3, 1 P-3,[b] 3 P-2, 1 P-2,[b] 4 GS (OL), 1 GS (OL)[b]
XB 3 P-4, 12 P-3, 9 P-2, 8 GS (OL)

[a] Inward redeployment.
[b] Temporary post.
[c] New post.

Annex II

Summary of follow-up action taken to implement relevant recommendations of the oversight bodies

Brief description of the recommendation	*Action taken to implement the recommendation*
Advisory Committee on Administrative and Budgetary Questions (A/66/7)	
The Advisory Committee is of the view that the budget presentation does not show the field presences of OHCHR with sufficient clarity, and recalls its previous recommendation that information on the capacity of OHCHR in the field, including in United Nations peace operations, be included in the proposed programme budget (para. VI.13).	With regard to the approved workforce for human rights components in peace missions, the total number of positions financed under the special political missions and peacekeeping missions total amounted to 885 in December 2012. OHCHR further channels to human rights components funds from donors for the implementation of technical cooperation projects or special programmes funded from extrabudgetary resources. As a result, the strength of the workforce increased to 939. It should be noted that the additional 54 posts are generally of a short-term/temporary nature, the incumbents of which carry out special responsibilities and functions that complement but are not a substitute for the human rights mandate of the peace mission.
The Advisory Committee was informed that, following surveys undertaken in 2010 to collect the views of OHCHR staff, four critical work processes were identified for review: recruitment, strategic planning, mission preparation, and documentation submission and clearance. Simplified procedures have been introduced at OHCHR in the areas of planning, budgeting, reporting and recruitment, and OHCHR expects to implement all the remaining recommendations stemming from the organizational effectiveness programme by the end of 2011. The Committee expects that the impact of the implementation of the programme will be reported on in the context of the proposed programme budget for the biennium 2014-2015 (para. VI.8).	To improve its results-based management capacity, OHCHR has translated its mandate into 11 identifiable changes. These global expected accomplishments describe the behavioural, institutional or legislative gaps of rights-holders and duty bearers, which the Office works to address. During each planning cycle, OHCHR sharpens the focus of the global expected accomplishments within a set of thematic priorities. The thematic expected accomplishments specify the thematic areas in which the Office intends to produce results in a specific planning cycle and specify targets on the basis of defined indicators. A common set of global management outputs was also established Office-wide; they describe the improvements in terms of management that the Office commits to realize in order to increase its efficiency in achieving the defined results. Accordingly, all plans at all levels within OHCHR are reviewed in terms of their contribution to the defined Office-wide results. A clear performance monitoring framework

Brief description of the recommendation	*Action taken to implement the recommendation*
	and reinforced monitoring system has been developed and is now nearly fully operational. This web-based performance monitoring system enables all OHCHR offices/programmes to report progress against a set of qualitative and quantitative indicators linked to the Office-wide expected accomplishments and global management outputs and indicators. It is designed to ensure that: • All planning documentation is stored in one place for reference by OHCHR review bodies as well as by programme and administration staff • There is an unbreakable link between what the Office commits to achieve in its plans and what it monitors and reports upon at the end of each programming cycle so that the Office is accountable for what it has planned • Only Office-wide indicators are used to define targets so that information can be compiled, analysed and presented for OHCHR as a whole at reporting time • Monitoring and reporting are evidence-based • Staff can access all planning and reporting documents in order to increase cross-fertilization and institutional learning. A total of 15 reform initiatives relating to recruitment either have been completed or are partially implemented, based on the delegation of authority to OHCHR, and have already led to significant improvements in the Office's recruitment process. Since 2009, when the recruitment time for OHCHR posts was reported at over 230 days, those efforts have reduced the total time to 120 days at present, a reduction of nearly 50 per cent. Similarly, revisions to the document submission process has led to marked results, bearing in mind that many of the documents submitted by OHCHR are in fact the reports of independent experts and human rights treaty bodies, with the percentage of timely submissions increasing from 46 per cent in 2010 to more than 75 per cent in 2012.

Annex III

Outputs produced in 2012-2013 not to be delivered in the biennium 2014-2015

A/66/6 (Sect. 24), paragraph	*Output*	*Quantity*	*Reason for discontinuation*
Subprogramme 1. Human rights mainstreaming, right to development, research and analysis			
24.69 (a) (iv) a.	Meetings of the Board of Trustees of the United Nations Voluntary Trust Fund on Contemporary Forms of Slavery	20	Responsibility of servicing the meetings of the Board was moved to subprogramme 2 in 2012
24.69 (a) (iv) a.	Substantive servicing of the Advisory Committee: Plenary meetings	20	Streamlined in accordance with Human Rights Council resolution 5/1
Subtotal		**40**	
Subprogramme 3. Advisory services, technical cooperation and field activities			
24.88 (a) (ii) b.	Preparation of communications sent by country-specific special procedure mandate holders on behalf of alleged victims of human rights violations	2	Completed
Subtotal		**2**	
Total		**42**	